

Proven Higher Education Leader

I have a track record of effective leadership in a higher-education institution with a steady progression in leadership responsibility over the last 12 years. My work at the University of Georgia has helped me develop expertise in leading successfully within a government institution, an opportunity to build strong relationships across units and divisions, and an understanding of the political and practical outcome of decisions.

AREAS OF EXPERTISE

- | | | |
|-------------------|------------------------|---------------------------|
| • Leadership | • Policy development | • Communication |
| • Relationships | • Crisis management | • Leader development |
| • Logistics | • Legal issues | • Teaching and mentoring |
| • Problem solving | • Personnel management | • Performance assessments |

EDUCATION

Master of Public Safety Administration
Columbus State University, Columbus, GA

Bachelor of Arts in Journalism
University of Georgia, Athens, GA

PROFESSIONAL WORK EXPERIENCE

University of Georgia Police Department, Athens, GA – January 2004 to Present

Captain – Field Operations Bureau Commander

I have worked in leadership at the police department since 2007, and I have been a member of the upper management team since 2018. I currently lead the field operations bureau, which includes 11 supervisors and about 50 employees. I report directly to the chief executive (chief of police).

- My key duties include oversight of operations staff, coordinating response to large-scale university operations, issue forecasting and planning, and development of training and response protocols and procedures.
- I work daily on building and maintaining partnerships with academic, student affairs, and support units throughout the university as well other emergency response agencies.
- I am the department's liaison to the UGA Behavioral Assessment and Response Council, the UGA Office of the Dean of Students Case Management Team, and UGA Counseling and Psychological Services.

MainStreet Newspapers, Jefferson, GA – November 1997 to December 2003

Reporter/Photograph/Page Designer

I primarily worked as a staff reporter for *The Banks County News*, Homer, GA, covering topics such as county government, planning and zoning issues, crime and court news, education, sports, and opinion/editorial issues. I was often tasked with interpreting complex government issues and communicating them to newspaper readers in an easily-understood format.

- As a reporter I won several first-place writing awards and a total of 25 Georgia Press Association and National Newspaper Association individual awards for writing and photography. I also contributed to multiple collective awards the staff won for overall newspaper accomplishments.

OTHER PROFESSIONAL EXPERIENCES

- South Coastal District of the Wesleyan Church Board of Administration, 2018-Present (providing administrative oversight and decision-making for a non-profit spread across three states, 38 churches, a \$650,000 annual budget, and \$2.1 million in assets)
- Oconee River Wesleyan Church Board of Administration, 2017-Present (providing administrative oversight for a non-profit with a \$150,000 annual budget and nearly \$500,000 in assets)
- Commerce Planning Commission board member, 2013-2016 (interpreted city zoning ordinances to make decisions regarding various planning and zoning issues and applications within the city)
- UGA Vice President for Finance and Administration Staff Representative Group, 2009-2012

PROFESSIONAL EDUCATION

- UGA Office of Institutional Diversity Certificate of Diversity and Inclusion, 2019
- Northwestern University School of Police Staff and Command Executive Leadership Training, 2015
- Georgia Small Business Development Center StartSmart program graduate, 2015
- FBI GA-Law Enforcement Executive Development Seminar, August 2014
- UGA Vice President for Finance and Administration Leadership Institute, 2013-2014
- Georgia Law Enforcement Command College, Class 52, 2014
- Georgia Peace Officers Standards and Training Managerial Certificate, 2009
- International Association of Chiefs of Police Leadership in Police Organizations, 2008

AWARDS

- University of Georgia Police Department Life Saving Award, 2018
- Northwestern University Center for Public Safety Franklin M. Kreml Leadership Award, School of Police Staff and Command Class 380, August 2015
- University System of Georgia Above and Beyond Award, 2012 – I contributed to the UGA Police Department winning the award through a training program I conducted at other USG institutions.
- University of Georgia Police Command Staff Award, 2009, 2011, 2012, 2015
- Georgia Association of College Law Enforcement Administrators Officer of the Year, 2009
- Athens Rotary Club Sherm Applebaum ACC Law Enforcement Officer of the Year Award, 2009
- UGA Optimist Club Respect for Law—Officer of the Year Award, 2007 and 2009
- University of Georgia Public Safety Employee of the Year, 2005 and 2009
- Franklin Thornton Award—Class President and Police Academy Academic Award, 2004
- Morris Communications Company management internship program, August, GA, 2001

TEACHING EXPERIENCE AND PUBLICATIONS

Law Enforcement Instructor – Since 2008

- Georgia Peace Officer Standards and Training Council (P.O.S.T.) certified general instructor, firearms instructor, and emergency medical instructor
- I teach and develop curriculum in the primary subject areas of leadership, constitutional law, emergency medicine, ethics, and use of force.

International Association of Chiefs of Police (I.A.C.P.) – 2008 to 2016

- Faculty instructor in the IACP Leadership in Police Organizations training program, teaching leadership to personnel from organizations across the state and nation

University System of Georgia Training

- I developed a constitutional law training curriculum for the police and residence life staff of institutions within the USG and taught the program at various USG institutions in 2011.
- Along with three other instructors, I developed and taught a 40-hour leadership curriculum for the police chiefs, command staff, and other personnel of USG institutions in 2016 and 2019.

Publications

- Group socialization and cohesion in policing, pp 26-31. *The Police Chief*, 82, Jan. 2015.
- Officer attitudes on the deployment of body-worn cameras in the University of Georgia Police Department patrol division, pp. 21-28. *Campus Law Enforcement Journal*, Vol. 44, No. 3, May/June 2014. International Association of Campus Law Enforcement Administrators, West Hartford, CT.

Alfred Williams
[REDACTED]
Augusta, Ga 30901
[REDACTED]

Professional Security Officer with 15+ years of experience in corporate security.

PROFESSIONAL EXPERIENCE

Allied Universal Security Service site area: (Elanco Distribution Center)
924 Steven Creek Rd
Augusta, Ga 30907
[REDACTED]

September 2000 – Present

- Monitor premises to detect and prevent signs of potential threats and ensure security of doors and windows
- Inspect and adjust security systems, equipment, or machinery to ensure operational use and to detect evidence of tampering
- Train all new security personnel on security standard operating procedures
- Maintain daily logs of irregularities such as equipment or property damage, theft, presence of unauthorized persons, or unusual occurrence
- Informed and warned patrons of rule infractions, such as smoking and loitering
- Called police or fire departments in cases of emergency, such as fire or presence of suspicious persons
- Operated over 27 surveillance cameras to monitor interior and exterior public areas

EDUCATION

Lucy C. Laney High School
Diploma in College Bound

- GPA 3.2

Augusta, GA

ADDITIONAL SKILLS

- Fluent in English

CERTIFICATIONS & LICENSES

Ga firearm license, Georgia Driver's License: 1991- Present

References

Leonard Walton 1745 tamrind way [REDACTED] home phone, [REDACTED] mobile

Jessica smith [REDACTED] mobile former co worker

Charlie Blackwell [REDACTED] mobile former manager

ANDREW HEILMAN

• Alpharetta, GA 30022

<https://www.linkedin.com/in/andrew-heilman-96783933/>

Director of Sales & Business Development

Driven leader with more than 15 years of experience directing growth strategies, business development, and turnaround efforts for companies in the midst of transformation. Proven ability to cultivate high-performance by coaching team members, developing a workplace culture focused on accountability, and introducing incentives to encourage professional development. Demonstrated history of negotiating contracts and pricing in highly-competitive environments, yielding significant wins. Passionate about bringing together customer needs and employee strengths to form and nurture sustainable relationships. Expertise collaborating with and presenting to C-suite executives and Boards of Directors.

PROFESSIONAL EXPERIENCE

VOICE CARRIER, Atlanta, GA

2016–Present

Director of Business Development & Channel Sales

Guide strategic planning and growth efforts for organization, identifying top leads and cultivating relationships to increase revenue from existing accounts. Drive solutions selling for SaaS, VaaS, and other technology solutions. Evaluate sales processes and policies, as well as make recommendations to improve performance based on analysis. Introduce promotional strategies to increase market share. Coach and train sales force. Recruit and develop channel partners. Oversee new customer onboarding, including managing installation projects. Generate reports and forecasts for review.

- **Led turnaround efforts for struggling organization at risk of being sold off**, increasing sales revenue by 129% within first 18 months through creation of SOPs, pricing strategy, and performance guidelines.
- **Improved monthly revenue from -\$336K to more than \$1 million within two years** with a \$32 million pipeline, as well as increased customer base from just under 900 to more than 3650 customers.
- **Directed restructuring of sales team**, assessing and leveraging the strengths of existing team members to move employees into roles that were better suited to their skills rather than starting over with a new team.
- **Launched quoting tool and partner portal to streamline sales cycle** and improve communication with clients.
- **Facilitated weekly C-suite meetings and presentations**, as well as reported monthly to Board of Directors.
- **Cultivated a workplace culture that champions innovation** while still holding all team members accountable, leading to an increase in morale and higher rates of performance.
- **Maintained strategic partnerships with industry leaders**, such as AWS, AT&T, Cisco, and Sprint, collaborating on the integration of emerging technology, such as VoIP, cloud services, and VPN, into legacy systems.

CHARTER COMMUNICATIONS, Atlanta, GA

2012–2016

Senior Account Executive/Sales Manager

Direct sales strategy, business development, and customer retention for leading telecommunications company, including following up on supplied leads and utilizing cold calling to generate customer interest. Established rapport with key stakeholders and decision-makers, including C-suite leaders and government officials. Managed construction and build projects through full lifecycle, communicating with clients throughout projects, building project teams, and monitoring activity to ensure timely delivery of milestones. Negotiated pricing and agreements with service providers. Reviewed contracts and performance to ensure adherence to company standards, ROI goals, agreement terms, and regulations.

- **Negotiated and secured a ten-year deal valued at nearly \$30 million** with a key client, representing one of the largest contracts in the region for a property comprised of 30 buildings and more than 7500 units.
- **Consistently ranked within top 5% for all Senior Account Executives in the US**, exceeding 2015 quota by 22% (#2 in the company), placing twice in Presidents Club, and earning seven achievement awards in last year.
- **Developed pipeline of nearly \$40 million** and named Employee of the Quarter (chosen from 10K employees).
- **Selected to coach and mentor junior team members**, guiding them to meeting and exceeding quotas.
- **Led effort to secure new Right of Entry (ROE) credentials for a variety of facility types**, including government-owned properties, multi-family buildings, senior living, student housing, and assisting living programs.

ANDREW HEILMAN

• Alpharetta, GA 30022

<https://www.linkedin.com/in/andrew-heilman-96783933/>

COMCAST COMMUNICATIONS, Atlanta, GA

2002–2011

Audit Engineer/Quality Control Manager

Developed and facilitated learning and development program to improve performance of staff and third party contractors during service calls, installations, and plant maintenance. Assessed performance and training gaps, adjusting training programs as needed to address those gaps. Supervised Quality Control division and conducted audits to ensure quality service delivery by customer-facing employees. Coached team members in regulations to ensure compliance and understanding of company standards, legal obligations, and contract terms. Monitored daily workflow to ensure comprehensive coverage of all projects and alignment with company objectives. Reviewed customer feedback from satisfaction surveys and determined strategies to improve results. Conducted employee performance reviews.

- **Spearheaded creation and rollout of training materials for call center**, collaborating with IT team on getting manuals and guides integrated into call center systems.
- **Directed Train-the-Trainer program**, improving skills of third party managers to train their teams in accordance with Comcast standards and training goals.
- **Facilitated classroom instruction for between 10-20 employees at one time and more than 250 in total**, including leading new hire orientation and overseeing refresher courses for existing employees.
- **Introduced door-to-door sales campaigns to improve market penetration**, focusing heavily on neighborhoods with low conversion rates to identify customized solutions for unique customer base.
- **Investigated more than 100 fraud cases**, securing recovery of damages and equipment of up to \$2 million and increasing revenue by 35% by auditing illegal viewership in service area.
- **Promoted from Auditor/Investigator**, Technician Operations Supervisor, Field Trainer, and Technician.
- **Completed comprehensive internal professional development program**, leveraging experience and information to improve performance of direct reports.
- **Earned Regional Employee of the Month Award twice** (chosen out of 2K employees) and six quality awards.

Career Note: Additional experience as Business Development Manager for Granite Telecommunications and Safety Manager for Pinkerton Security within GM plant, protecting more than 4K employees and \$5 billion in assets.

EDUCATION & CREDENTIALS

BACHELOR OF SCIENCE IN TECHNICAL MANAGEMENT, DeVry University

ASSOCIATE OF SCIENCE IN BUSINESS ADMINISTRATION, University of Phoenix

CREDENTIALS, FCC Regulated Communications Technician 1-5; MCAS & A+ MS Windows; and Train-the-Trainer

CORE COMPETENCIES/AREAS OF EXPERTISE

Business Development | Sales & Marketing Strategy | Turnaround Efforts | Team Building | Employee Empowerment
Direct & Channel Sales | Negotiations | Pricing Strategy | Account Management | Channel Partners | Enterprise Selling
Coaching & Training | Process Improvements | Leadership | Organizational Transformation | Change Management
Technology Solutions | Telecommunications | SaaS | Project Management | Customer Onboarding | C-Suite Consulting

Technology Profile: Salesforce, Basecamp, M3 Legal Repository, Realquest, Qbuplic, Etime, GIS, CSG, Zoho, Windows OS, MS Office, MS Project, Masterstream, Fiber Optics, VoIP, VPN, Cloud Computing, Wi-Fi, Networks Neustar, H2O

COMMUNITY SERVICE

Youth Football Coach—Roswell Youth Football League
Youth Mentor—Fulton County Youth Services
Foster Parent – State of Georgia

Garrett D. Mack

Atlanta, GA 30342

Education

University of Georgia, Warnell School of Forestry and Natural Resources (WSFNR)
Bachelor of Science in Forest Resources
Master of Forest Resources-Forest Business

2009
2011

Experience

Forest Investment Associates, Atlanta, GA, Portfolio Analyst 2013-present
Update and perform investment analysis for all of FIA's managed properties; provide support for all members of the Portfolio Management Team.

Hancock Forest Management, Charlotte, NC, Resource Planning Analyst 2011-2013
Developed and generated financial models and investment materials that contributed to the evaluation and management of properties in the Northwest and Southern US.

Timber Mart-South, Athens, GA, Graduate Research Assistant 2009-2011
Assisted the staff with the publication of quarterly news and price reports; performed data entry and analysis, telephone surveys, and other project specific tasks.

Forisk Consulting, Athens, GA, Forest Finance Intern Summer 2010
Conducted research on bioenergy projects, Timber REITs, and historical stumpage prices; maintained and organized USFS mill and standing timber data.

The Westervelt Company, Statesboro, GA, Intern Summer 2009
Performed various types of inventory work, boundary line maintenance, site preparation burns, and GPS mapping on property throughout South Carolina and Southeast Georgia; generated cruise, burn, and harvest maps using ArcGIS software.

Georgia Forestry Association, Forsyth, GA, Intern Summer 2008
Worked with the staff to plan and coordinate the GFA Annual Meeting; contacted exhibitors and sponsors in the forest products community, as well as landowners and other industry professionals throughout the Southeastern US.

Professional Affiliations/Community Involvement

Society of American Foresters (SAF), Member 2008-present
Secretary & Treasurer, SAF – Chattahoochee Chapter 2014-2016
Georgia Forestry Association (GFA), Member 2007-present
Emerging Leaders Chair, GFA 2016
GFA Annual Meeting Committee, Chair 2019-2021
WSFNR Young Alumni Committee, Member 2013-2019
WSFNR Young Alumni Committee Golf Chair 2015-2016
WSFNR Young Alumni Committee Chair 2017-2018
Shepherd Center Junior Committee, Member 2016
Christ Covenant Buckhead, Member & Deacon 2017-present
Advancing Georgia's Leaders in Agriculture & Forestry 2019 Graduate
Gridiron Secret Society 2009-present

Collegiate Activities

AGHON, Member 2008-present
Senator, UGA Student Government Association 2007-2008
Student Ambassador, WSNR 2007-2009
Undergraduate Affairs Committee, WSNR 2008-2009
Treasure/Secretary, UGA Society of American Foresters 2008-2009

Awards

Dean's List (GMC), Francis Wood Wilson Scholarship, Arlene C. & Tilden L. Norris Scholarship, Peace Officers Association of Georgia Scholarship, Judith Fitzgerald Brooks Memorial Scholarship

Bio for Greg Crowder

Work & Community

- Retired Vice President of Marketing & Administration for Sumter EMC
- Retired Chairman – Sumter EMC Foundation
- Chairman – Lee County Development Authority
- Chairman – Lee County Library Board
- Board Member Chattahoochee Valley College and Career Academy

Education

- BS Industrial Engineering, Auburn University
- MSA Business, Georgia Southwestern State University

Personal

- Married – Michele Fetner Crowder (1974)
- Son – Dan Crowder (1977)
- Six grandchildren

Personal Statement

- Desire to work with local, state and national groups to help make our community and country a better place to live and work. Our future lies with our youth; be sure they have the values from the past so they will carry these forward.

Jimmy Millard

Kennesaw, GA. 30152

Experience

Consultant – GLG

January 2015 to present

- I conduct telephone consultations for companies around the world on matters relating to Human Resources best practices.

Corporate Workforce Planning - UPS

May 2013 – May 2014 - Atlanta, GA

- I was selected to be the subject matter expert for the conversion of the U.S. Census data from 2000 for the 22 operating districts and our U.S. Subsidiaries to the 2010 U.S. Census data so that the 2014 Affirmative Action plans could be completed. I reported to the Chief EEO/OFCCP Compliance Officer while completing this project
- I was the principle contact for the organization to work with outside organizations who work with people with disabilities to strengthen the organization's current outreach and hires from the largest group of unemployed, but employable, individuals in our country. I established relationships with organizations to included Paralyzed Veterans of America, US Business Leadership Network, National Autism Society, and several independent agencies in cities across the U.S.

Central Region Workforce Planning Manager - UPS

May 2010 – May 2013 - Aurora, IL

- Responsible for managing processes related to employment for a region with a census of 90,000 employees and 16 states in the Central U.S.
- I reported any staffing shortfalls to the Region Management team and the solutions to correct those shortfalls on a daily basis
- I met with the Region Manager and his Staff on a weekly basis to discuss and plan for future staffing needs

Special Projects - UPS

January 2010 – May 2010 – Aurora, IL

- I coordinated the eVerify process to insure proper implementation per U.S. Department of Homeland Security guidelines.
- I reported our progress to the Region Manager and the Region HR Manager on a daily basis.

October 2009 – January 2010 - Atlanta, GA

- I was one of two HR Professionals chosen to be on the Domestic Organizational Restructure team to redesign the new HR structures for a consolidation from 46 to 20 operating districts in the United States. This was the first project of its kind in our 100+ year history. This redesign was implemented successfully in May 2010 with an estimated cost savings of \$18 million per year per operating district for a total of a \$396 million-dollar savings per year for the organization.

Human Resources Manager - UPS

February 2000 – August 2009 - Illinois

- I reported directly to the President of the operating district and was his/her main point of contact regarding H.R. performance and operating budgets of \$18 million to \$25 million per year
- I consistently met my budget every year
- I was the single point of contact for performance management issues with management people within my operating districts to give guidance as to how to proceed with performance improvement plans. No performance improvement plan was approved without my involvement.
- I had Mid-Level Managers who reported directly to me that had responsibilities for Health & Safety, OSHA Compliance, Career Development, Workforce Planning, Health Care Benefits, Compensation, EEO and OFCCP Compliance, Employee Relations, Learning and Development, HRIS Systems, Occupational Health, and I worked with internal/external legal counsel to resolve employment related lawsuits.
- In 2008, I was selected to be the HR Manager for the largest transportation hub in the UPS system worldwide.

North Central Region Employee Relations Manager - UPS

February 2002 – May 2003 - Downers Grove, IL

- I managed the UPS Employee Dispute Resolution program for a five operating district Region. I monitored employee concerns to ensure they were answered in a timely manner and reported the findings and actions taken to the Region Manager and Region HR Manager.

District Hub & Feeder Division Manager - UPS

March 2000 – February 2002 - Decatur, IL

- I was responsible for all Tractor Trailer movements between UPS hubs and centers. I was also responsible for a sort that processed packages for Illinois hubs and centers. I was the

Workforce Planning Manager - UPS

September 1992 – February 2000 - Atlanta, GA

- I was responsible for employment for one of the largest districts at UPS. I managed the employment group to staff multiple facilities. I worked with internal/external legal counsel on employment related lawsuits.

Employment Supervisor - UPS

April 1990 – August 1992 – Georgia

- I was responsible for staffing multiple facilities in Georgia.

Hub Operations Supervisor - UPS

June 1980 – March 1990 – Atlanta, GA

- I was responsible for supervising multiple activities performed by a union workforce to provide the best service to our customers.

Volunteer Experience & Causes

Atlanta Industry Liaison Group - Atlanta, GA

1993 – 1997 – I was the UPS representative to this group to develop a working relationship with local OFCCP and EEOC officials

Atlanta Urban League – Atlanta, GA

1996 – 1999 – I worked with graduating classes from the Urban League on resume' writing and interview techniques

Fox Valley United Way – Aurora, IL

2002 – 2007 I joined in 2002 and by the end of my tenure in 2007 was Vice President of the Board of Directors

Communities in Schools – Aurora, IL

September 2010 – April 2012

I served as a Board Member working to enhance the experience of students that joined in the programs provided by this agency

Education

Master's Degree in Human Resources – 1998

LaSalle University, Mandeville, LA – graduated Cum Laude

Jonathan C. Henson

[REDACTED]
Griffin, Georgia 30224
[REDACTED]

PROFILE

I worked 14 years injury free as a Mechanical Department employee at Norfolk Southern Railroad. I have 6+ years SAP experience performing task involving invoicing, inventory management, ordering and shipping supplies and materials, 5+ years of 5S implementation and ergonomic projects, 5+ years of supervising craft employees and mechanical department operations at rail yards. I have experience in the Customer Service field where routine contact and interactions with people occur daily. I enjoy daily challenges and opportunities to think outside the box and look forward to what the role as Senator brings.

EXPERIENCE

Owner/Operator of Henson's Outdoor Services - March 2019 - Present

My experience at Henson's consist of daily interaction with customers to ensure their needs are meet. We offer a wide range of services including maintaining the lawns of customers business, homes and properties, outdoor land and brush clearing, pressure washing and anything else that our customers may need.

Carman / Mechanical Supervisor/ General Foreman/ Senior General Foreman, Norfolk Southern; Atlanta/Macon/Savannah, Georgia — January 2005 - March 2019

At Norfolk Southern I inspected and repaired freight cars in accordance with AAR and FRA regulations. I have experience fabricating, torch cutting and welding parts on freight cars and locomotives. I was responsible for tracking and maintaining inventory levels to ensure company issued goals were met and exceeded. I developed and trained employees on department instructions, standardized work documents and quarterly workshops. I managed employees operating on Repair Tracks, Locomotive Shops and Yard Operations ensuring employees worked safe and efficiently according to safety rules and operating instructions. I utilized communication to multiple departments to ensure timely movements of customers products. I was responsible for overseeing the utilization of 5S and ergonomic projects including the use of LEAN principles.

EDUCATION

6 month paid internship at UGA Griffin Extension assisting in testing of chemicals on turf grass and turf grass maintenance.

Spalding High School, Griffin, Georgia — Diploma 2003

SKILLS

Leadership, Adaptable, Self Motivated, Energetic, Loyal, Quick Learner, Microsoft Office, SAP,

Lawrence Edward Holst USMCR(Ret)

[REDACTED]
Kennesaw, Georgia 30144
[REDACTED]
[REDACTED]

My experience includes a unique combination of both 30 years of military service as well as 31 years of civilian experience in the aerospace industry.

Military Experience

- Entered service September 1977
- Assigned MOS as an Aircraft Maintenance Officer
- Served in various Aviation Logistics assignments in MAG-26, MAG-36 and MAG-14
- Resigned my Regular Commission and accepted Reserve Commission in March 1985
- Service in various positions in 4th MAW including
 - Aircraft Maintenance Officer,
 - Executive Officer,
 - Commanding Officer and
 - 4th MAW Assistance Chief of Staff for Plans, 4th Marine Aircraft Wing
- Called Assigned to MARFORLANT Aviation Logistics Department
- to Active Duty
 - September 2000 for assignment to the Naval War College
 - April 2001 for assignment as Coalition Planning Officer for USEUCOM
 - April 2003 for assignment as Director of Planning (J5) for CJTF-Horn of Africa
- Retired as a Colonel in September 2007

Civilian Experience

- Accepted position as Maintainability Engineer at Lockheed in March 1985
- Worked on projects including C-5, C-130 and F-22
- Conducted Independent Research on advanced Portable Maintenance Aids
- Acted as the Integrated Logistics Support Manager for the Royal Air Force C-130J Project
- Lead the Lockheed-Martin C-130J Sustaining Engineering Services activity supporting the USAF
- Supported the establishment of Sustaining Engineering programs for Canada, Australia and Italy.
- Retired from Lockheed-Martin in November 2016 after 31 years
- Recently worked as a consultant for Leonardo DRS bidding the USAF TX program

Education

Bachelor of Engineering	Aerospace Engineering	09/30/1977	Georgia Tech
Masters Level Degree	International Studies	09/30/2001	US Naval War College

Certificates and qualifications

Program Control Management Certification Level I	Lockheed Martin	07/06/2006
Certified Flight Instructor	FAA	02/20/2014
Airline Transport Pilot	FAA	02/25/2014

Member of Experimental Aircraft Association and Aircraft Owners and Pilots Association.

MARTHA ZOLLER

██████████ ♦ Gainesville, Georgia 30506 ♦ ██████████ ♦ ██████████

PROFESSIONAL PROFILE

Highly effective Georgia leader in bridging communications across all platforms to bring people together around a common cause. A respected leader and strategist with a highly developed brand as a common sense communicator, skilled in developing and managing the execution of long-range plans that meet stakeholder and constituent goals. Special and intense knowledge of energy, healthcare and military spheres. Dynamic, results driven media and radio personality, writer and fundraising professional who leverages extensive media experience, political savvy and policy knowledge with a vast business and political network to communicate at message, develop stories, attract donors and raise money for new and existing programs.

PROFESSIONAL EXPERIENCE

JACOBS MEDIA CORPORATION, Gainesville, Georgia 2019
Broadcaster and host of Morning Talk with Martha Zoller discussing issues of the day.

OFFICE OF GOVERNOR BRIAN P. KEMP, Atlanta, Georgia 2019
Director of State Field Offices
Managed and developed new office of regional field representatives travelling around the state on behalf of the office of the Governor. Attended events and spoke of behalf of the Governor. Managed a staff of three in a newly developed office. Consulted on communications and legislative issues.

KEMP FOR GOVERNOR/GEORGIANS FIRST COMMITTEE, Atlanta, Georgia 2018
Director of Outreach and Chief Surrogate/Director of Special Events, Inaugural
Hybrid Communications/Outreach/Policy position in the campaign of Brian Kemp for Governor. Spoke on behalf of the candidate and organized other surrogates around the state. Implemented grassroots programs including call nights, postcard program and disaster relief. Upon joining the GFC Inaugural Committee, Director of Special Events including planning events and managing a team to implement.

OFFICE OF US SENATOR DAVID PERDUE, Atlanta, Georgia 2015-2018
State Policy Advisor
Hybrid Communications/Policy position in U. S. Senator David Perdue's office. Messaging to all groups on all levels. Speaking on behalf of Sen. Perdue throughout the state of Georgia. Develop policy positions and implementing the message on behalf of Senator Perdue. Meeting with fringe and difficult groups to communicate message and neutralize disruptions.

PERDUE SENATE, INC. Atlanta, Georgia 2014
Senior Policy Advisor
Hybrid Communications/Political position with in a U. S. Senate Campaign in Georgia. Helped garner support among coalitions including women and Tea Party groups. Member of Communications Team focusing on event advance, media relations, LTE and Op-Ed campaigns, media booking, "all hands on deck" final days strategies. Debate prep, grassroots organizing and contacts.

ZPOLITICS.COM, Gainesville, Georgia 2013 to 2014
Editor in Chief
Launched a Georgia news site designed for smart phones and tablets for optimum use. Developed design, content, hired editors and used interns to quickly move zpolitics into one of the top spots in Georgia politics. In addition, manages advertising and communications strategy for clients through zpolitics/ZTP LLC

COX MEDIA GROUP, COX MEDIA ATHENS, Athens, GA 2009-2012, 2013-2014

Talk Host, *The Martha Zoller Show*

Recruited to launch the area's first FM talk station (WXKT-103.7), serving as the anchor for the daily line-up. Identified and established relationships with prospective advertisers. Produced the daily program to include booking guests and delivering a three hour program every day. In January 2013, Georgia's Morning News with Zoller and Bryant was launched and quickly became a show in demand and syndicated around Georgia. In September 2013, Martha began a weekly program at KRMG in Tulsa.

- Increased ratings and boosted listenership and generated significant ad revenue gains by delivering programming that appealed to the targeted audience.
- Enabled the station to successfully compete against a well-established heritage station by leveraging relationships with previous advertisers to generate new revenue.
- Named in *Talker's Magazine* as a "Heavy Hundred" talk show host in America in 2009, 2010, 2011, 2012 and 2014. This ranks the best talk shows in America.
- Established an internship opportunities with The University of Georgia, Grady School of Journalism and North Georgia College, which enabled students to gain hands-on experience and exposure to the broadcasting industry.
- Co-host of Georgia's Morning News with Zoller and Bryant (1340 WGAU) and syndicated around the state.
- Host of The Martha Zoller Show at KRMG in Tulsa, Oklahoma
- Awarded the 2014 GABBY for Best Morning Show Duo in Georgia for Georgia's Morning News

GEORGIA NEWS NETWORK, a Division of Clear Channel, Gainesville/Athens, GA

2008-2011

Syndicated Talk Host, *The Martha Zoller Show*

- Grew the state's only syndicated political talk show to 18 stations, which provided small to medium sized markets with live, local programming.
- Picked up syndication of Zoller and Bryant for increased statewide distribution

WDUN, JACOBS MEDIA CORPORATION, Gainesville, GA

1996-2009

A Heritage Talk station in Northeast Georgia.

Talk Host, *The Martha Zoller Show*

Hosted a three-hour daily talk show. Secured advertisers, wrote and produced commercials and provided voice-overs. Managed seasonal interns.

- Developed and executed the concept for this locally produced show, which garnered recognition as the "Voice of Northeast Georgia."
- Consistently enhanced and maintained the station's leading position within the market, receiving such industry recognition as: *James Magazine's* "Most Influential Georgians," 2005, 2006, 2007; *Georgia Trend Magazine* "Most Influential Media" list, 2005; *Talker's Magazine* "Heavy Hundred," 2004-2008; 1997 GABBY Award for "Best Locally Produced Program."
- Created Zoller Travel Partners as a way to obtain funding for industry related travel to global, newsworthy locations and events. Secured \$15k per year from advertisers in addition to their regular buys.
- Collaborated with the Freedom Alliance Scholarship Fund to raise college scholarship money for children of fallen service personnel, successfully generating \$70k and increasing public awareness for this cause.
- Selected by Dick Williams, Executive Producer of *The Georgia Gang*, to serve as a panelist and Georgia political analyst on Fox 5 Atlanta's weekly television broadcast. Appeared from June, 2000 to 2011.
- Recognized nationally as a respected political analyst, appearing on the Fox News Channel, CNN, PBS, *ABC World News Tonight* and the *Today Show*.

MARTHA ZOLLER

Page Two

MARTHA ZOLLER CONGRESSIONAL CAMPAIGN, North Georgia**2011-2012****Candidate**

Oversaw all aspects of the political campaign to include: fundraising, strategy development and implementation and message delivery. Established and built relationships with constituents and local, state and national leaders to garner support. Managed a four member staff, 25 grass-roots leaders and hundreds of volunteers to conduct fundraising activities and execute the campaign strategy. Participated in 50 debate-style forums throughout the district.

- Successfully raised \$300k in the campaign cycle and an additional \$70k in debt retirement after the election.
- Solicited ideas from constituents and stakeholders to create the campaign platform, "The M.A.P for Prosperity," which represented the values of the district.

ADDITIONAL RELEVANT EXPERIENCE**RICH'S, *Currently Macy's, a division of Federated Department Stores*, Atlanta, GA**

Held numerous merchandising and management positions of increasing responsibility, culminating with Assistant Store Manager, Greenville, SC.

REAL PAC, Atlanta, Ga. Worked as a liaison between Governor Nathan Deal's campaign arm and grassroots, Tea Party and GOP Groups

Martha Zoller has travelled to Iraq in 2005 and 2007 to cover the war. In 2011, she was part of a delegation from the ACU to Taiwan to recognize the 100th anniversary of the Republic of China

Wrote weekly columns in various publications since 2002, including Human Events, Jewish World Review, Town Hall, AJC and others. Maintained a website with daily updates since 2003.

EDUCATION**ABJ; Radio, TV & Film; Grady School of Journalism, University of Georgia; Athens, GA**

- Minor: Business, Psychology

Currently a Master's Degree Student at the University of Georgia, SPIA School in American Politics, Estimated graduation date: Dec, 2019.

COMMUNITY AFFILIATIONS

Appointed as a community member to the State Board of Nursing Homes by Gov. Brian P. Kemp, Sept., 2019

University of Georgia Alumni Board 2008-2016

Jekyll Island Foundation Board 2008-Present

Beulah Rucker Educational Foundation Board 2005-present

Rotary Club International: Chairman, Interact; Chairman, PR throughout the district, Trustee GRSP Scholarship Program.

Junior League of Hall County, former Board Member and current Sustaining Member

Former Board Member Friends of Recovery and YMCA

Matthew Adler Borenstein

| matthewborenstein.com
Atlanta, Ga., 30319

ABOUT ME

Always curious. Passionate about telling stories and dissecting problems.
Love creating things and teaching others.

WHAT I'VE DONE

Turner Sports: NBA Digital Team sites

Senior Product and Operations Manager
Oct. 2018-Today

- **Lead product manager** responsible for overall product management, roadmap and new feature ideation/requirements for 29 team sites and CMS
- **Liaison** with NBA League office and team digital leads to understand business requirements, needs and wants, and then create better ways to meet them

First Data: Innovation Lab

Senior Product Manager and Innovation Strategist
June 2013-Oct. 2018

- **Leader** of user-centered design projects, collaborating internally and externally to push forward the innovation process in our most important business areas
 - **Design thinker** and **innovator**, creatively solving unmet needs by deeply understanding the user and market, then helping create delightful experiences
 - Product and project **driver**, bringing together user and business needs to help ideate then prioritize and communicate the right features for a given solution
 - Project **storyteller**, bringing to life the user and important learnings from our work to share more broadly, aligning it with company strategy
 - **Mentor** and **facilitator**, teaching and advising on our innovative ways to others
- Projects I worked on: Total refresh of a digital banking (web/mobile) experience for 500+ clients; Large-merchant retail digital customer experience; Borrowing product with an international client; Small business client experience

Independent Consultant

Design Thinking and Innovation Mentor//Teacher//Coach
2015-Today

- **Atlanta K12 Design Challenge: Mentor** a team of elementary teachers, guiding them to new ideas to fundamentally improve their school using Design Thinking
- **Consulting: Trainer, facilitator** and **change-driver**, teaching business executives to think differently and more creatively to solve problems with Design Thinking

Cox Media Group: Digital and Strategy Team

Business Development and Intelligence Intern
May-August 2012

- **Researcher** and **strategist**, using qualitative and quantitative data to provide product ideas and recommendations
- **Digital analyst**, creating living analytical reports and revenue models to provide clear, concise and impactful views for organization leaders

The Atlanta Journal-Constitution/The Jackson Sun: Newsroom

Digital and print journalist
Sept. 2007 – Sept. 2011

- Award-winning **sports reporter** and **digital innovator**

WHERE I'VE GROWN

Georgia Institute of Technology: Scheller College of Business
MBA: May 2013
Classes: Emerging Tech, Innovation Strategy

University of Georgia: Grady College of Journalism
Bachelor of Arts in Journalism (major – newspapers):
May 2007
Leader (including managing editor) at The Red & Black

...AND CONTINUE TO LEARN

Stanford Exec Ed Consumer-Focused Innovation
Oct. 2013
Week-long collaboration between Graduate School of Business and d.school

WHAT I DO

Lead and collaborate
Facilitate workshops
Apply Design Thinking
Understand users
Prioritize needs and solutions
Interview and research
Analyze new technologies
Write and edit
Dissect web stats and quant surveys
Run long distances

Matthew Zimmerman

[REDACTED]
McDonough, Ga. 30252

[REDACTED] **home**

[REDACTED] **mobile**

[REDACTED]

Objectives

Expand my working knowledge and experience in Law Enforcement training and supervision.

Education

1990 - Stockbridge High School - College Preparatory Diploma

1993 - Georgia Perimeter College - Psychology Major

1993 - P.O.S.T. Certification Dekalb County Police Academy

Experience

1993 - Uniform Police Patrol Dekalb Police

1996 - Field Training Officer Dekalb Police (Master Police Officer)

1998 - Detective Dekalb Police Criminal Investigation Division

Assignments: Auto Theft, Burglary (Det. of the Year 2001 E. Prec.)

2002 - Uniform Supervision Dekalb Police (Sergeant)

2011 - Retired Dekalb County Police Department

Megan B.F. Parry, Ed.S

[REDACTED]
Milton, GA 30004

(Mobile) [REDACTED]

E-mail: [REDACTED]

Profile:

Results oriented, high achiever, with 24-year successful educational track record helping to lead and improve elementary schools. Experienced in urban, suburban, rural settings; in high socio-economic to Title I schools. Experienced with all elementary school grades as well as mathematics at the high school level. Curriculum and Instruction strengths.

Certification and Endorsements:

L-6 certification [REDACTED]

Educational Leadership

Early Childhood Education P-5

Middle Grades Social Studies 4-8

Middle Grades Mathematics 4-8

Reading Endorsement

TKES evaluator certified

Leadership Experience

School Leadership:

Instructional Leadership

- *Summer school acting Assistant Principal Berkeley Lake Elementary School-administered testing, dealt with discipline, oversaw general procedures
- *Participant in NWLC Leadership Academy (2014-15)
- *Member of the school's CCGPS team-attended sessions and planned and redelivered sessions to staff

School Climate

- *Vertical Team member for the County's math team-helped to create policies for mathematics classes in the county
- *Differentiated Learning training and redelivery of information

Organizational Leadership

Planning and Assessment

- *Served as the PLC co-chairperson-showcasing data used and exemplary practices across the school

Organizational Management

- *Grade Level Chair for fifth, fourth, third and first grades
- *Leadership team member
- *Textbook Coordinator

Human Resources Leadership

Human Resources Management

- *Induction specialist for new staff-acted as mentor and unofficial evaluator to help prepare new teachers for the rigors of teaching in a culturally diverse community
- *New teacher mentor and program facilitator
- *Mentor to new teachers who were simultaneously earning their certification
- *Interview Committee member

Teacher/Staff Evaluation

- *TKES evaluator certified
- *Worked with Assistant Principal to do mock evaluations to assure continuity in evaluations

Professionalism and Communication

Professionalism

- *STEM committee Chairperson
- *Severe Weather Team Chairperson
- *Facilitator for Differentiation training
- *Hospitality Committee Chairperson
- *Technology lessons taught to staff on Staff Development days
- *Vanguard Team Member

Communications and Community Relations

- *Member of LSAC at three schools
- *Language Arts school based Chairperson
- *PTA Liaison Committee Chairperson
- *Peer Mediation facilitator and faculty advisor

Professional Experience

Teacher Fulton County Schools Birmingham Falls Elementary Fifth, Third and Fourth grade teacher	2014-present
Teacher Fulton County Schools Ocee Elementary School First, Third, and Fourth Grade Teacher	2007-2014
Teacher Gwinnett County Schools Berkeley Lake Elementary Third Grade Teacher	2005-2007
Teacher Henry County Schools Stockbridge High School Pleasant Grove Elementary Stockbridge Elementary Luella Elementary Second, Third, Fourth, and Fifth Grade Teacher Remedial Math teacher grades 9-12	1998-2005
Teacher Petersburg City Schools Walnut Hill Elementary School Kindergarten and First grade Teacher	1996-1998

Education

University of Georgia, Athens, GA

Leadership certification, December, 2006

Cambridge College, Cambridge, MA-Ed.S.,

Curriculum and Instruction, May, 2006

State University of West Georgia, Carrollton, GA – M.Ed.

Elementary Education, with a reading endorsement May, 2002

Sweet Briar College, Sweet Briar, VA – B.A.

Psychology, Teaching Certificate, May, 1996

MELODY T. McCLOUD, M.D.

Website: www.DrMcCloud.com

Twitter: @DrMelodyMcCloud

Email: [REDACTED]

LinkedIn: Melody T. McCloud, M.D.

OBJECTIVE

To secure Georgia Governor Brian P. Kemp's appointment to the U.S. Senate to complete Senator Johnny Isakson's unexpired term. In said capacity, to serve and represent the constituents of Georgia—the state where I have lived for almost forty years. To continue Senator Isakson's work in health, education, ethics and veteran affairs...all passions of mine.

My strong work ethic; medical expertise as a physician and surgeon; my writing, editing and communication skills, public speaking abilities and reputation in the community make me an excellent candidate for this distinct appointment.

EXPERIENCE

Obstetrician-Gynecologist/Surgeon

Founder/Medical Director, Atlanta Women's Health Care (private practice)

Published author, Journalist, National Public Speaker, Blog Host

Media consultant (on-air broadcasts—TV, radio; also print and Internet)

EDUCATION

Emory University Affiliated Hospitals, Atlanta, GA

Post-Graduate training, Obstetrics-Gynecology

Internship/Residency (Four years)

Boston University School of Medicine, Boston, MA

Medical Doctor (M.D.) degree (Four years)

Boston University, Boston, MA

Bachelor of Arts (B.A.) Major: Biology; and an

Urban Affairs minor concentration (Four years)

LICENSURE/ CERTIFICATION

- American College of Obstetricians and Gynecologists
- Georgia State Board of Medical Examiners (License number 25885)
- Federal Licensing Board of Medical Examiners

COMMUNITY/ LEADERSHIP

- Leadership Atlanta (Class of 1992)
- YWCA Academy of Women Achievers (1992)
- Regional Leadership Institute, Atlanta Regional Commission (2005)
- Emory University Board of Visitors (2012-present)
- Atlanta Advisory Council, Centers for Disease Control & Prevention (CDC)
- Emory University Hospital Midtown (staff physician, 1985-present):
 - Perinatal Loss Committee, Ob-Gyn Representative
 - Founding Member, Advanced Endoscopy Committee
 - Blood Utilization Committee member
 - Fair Hearings Committee member (Peer Reviewer, as part of the Medical Executive Committee)

PUBLICATIONS

▪ Author:

Books: *Blessed Health: The African-American Woman's Guide to Physical & Spiritual Well-being*

Living Well...: The Black Woman's Guide to Health, Sex and Happiness

First Do No Harm: Healing Your Relationships using the Wisdom of Professional Caregivers (Feb. 2013)

▪ **Journalist:** Articles and sought commentary **published in many outlets including USA Today, the Atlanta Journal Constitution, Parade, Essence, Health, Family Circle, Ebony, OBG Management, Physician's Weekly and numerous** other publications;

▪ **Blog host:** PsychologyToday.com [<http://bit.ly/xn5g5g>]; PsychCentral.com

▪ **Creator,** Public Service Announcement: "Responsible Parenting"

MEDIA EXPERIENCE

WXIA-TV (NBC-TV Affiliate): "Ask the Doctor": I was the first ob-gyn to appear live on-camera every week, on set with the anchors, during the evening newscast. I prepared copy for the graphics and wrote my television segments.

WXIA-TV (NBC-TV Affiliate): "Peachtree Morning" program. I was the "Special Medical Correspondent" for a 16-week series. I appeared on set, live every week, interacting with the anchors and invited guests. I also did location shoots, used IFBs and I interviewed "people on the street" while on location. I also gained Teleprompter experience and did voiceovers.

WSB-TV (ABC-TV Affiliate): I participated in the award-winning special, "Hot Flash: The Truth about Menopause," with the station's top news anchor (my patient) and actress, Jane Fonda.

I also participated in WSB's "Health Matters" annual program, which was a live call-in program for viewers, and I was often asked to provide on-air commentary for news segments regarding breaking medical news.

CNN/CNN Headline News: I was often sent by Emory University Hospital to discuss medical topics as requested by CNN producers. Appeared on CNN Headline News addressing ethnic health disparities, negative imagery of Black women and social issues. Also invited by the national executives of CNN to their invitation-only "New Guard" event for their media contributors.

TBN: Many appearances on different programs at Trinity Broadcasting Network; Also appeared on AIB—Atlanta Interfaith Broadcasters—and others.

RADIO: Repeat interviews on nationally-syndicated radio shows, such as the Tom Joyner Morning Show and others, as well as being interviewed on local radio broadcasts. These are on-air live interviews, and answering audience questions. Appeared on many other newscasts and radio programs, discussing health, sex, relationships, medical ethics, and even psychiatric disorders such as Borderline Personality Disorder.

HONORS/AWARDS

Recipient, one of the "Top 25 Most Influential Doctors in Atlanta," and
Recipient, "Health-Care Heroes 'Physician' Award," per the
Atlanta Business Chronicle
Service Appreciation Award, Leadership Atlanta
Phenomenal Achievement and Leadership Award, National Dental Association
Legion of Honor Award, Dekalb-Atlanta Voters Council
Community Health Service Award, *Black Pages Atlanta*
Featured Inductee, *Who's Who in Atlanta*, Who's Who Publishing
[Many others. More information can be provided upon requested.]

SKILLS & STRENGTHS

Excellent communication skills—in person one-on-one, in groups, or when addressing large audiences. Personable and approachable. Crisp writing-editing skills. A scientific mind with creative capabilities re: layouts, event planning, graphic concepts, producing publications, content development and establishing protocols.

Highly-disciplined. Efficient. Punctual. Well-groomed. Hard-worker.
High IQ. Quick study. Conscientious and responsible. I work well independently or as part of a team. I pay close attention to detail and am a sound advance strategist who can think ahead and take steps to avoid pitfalls. Managerial and administrative experience; team building.

REFERENCES

Available upon request.

NAKIA MARIE RAMSEY

VININGS, GA 30339

PH: [REDACTED] [REDACTED]

WORK EXPERIENCE

EGON ZEHNDER, ATLANTA, GA

Executive Assistant, 2019 - Present

Egon Zehnder is a global management consulting and executive recruitment firm.

- Arrange all scheduling, including but not limited to candidate meetings and interviews, client meetings and interviews, business development meetings, assignment related meetings, internal meetings, video conferencing.
- Arranges and coordinates complex and detailed travel plans, itineraries, and agendas for both the Consultant and Candidate. Compiles documents for travel-related meetings.
- Processes expense reimbursements for Consultants and Candidates.
- Serves as client and candidate liaison assisting consultant in maintenance of daily search activities.
- Provides ongoing project management assistance in complex and confidential assignments.
- Works closely and effectively with Consultant and Research to ensure deadlines are met and client and candidate needs are served.
- Produces high quality Client and Candidate deliverables with a hands-on approach ensuring completion within the designated timeline.

ICV PARTNERS, ATLANTA, GA

Office Manager / Executive Assistant, 2013 - 2018

ICV Partners is a private equity firm specializing in management buyouts and growth capital investments in small and lower end middle market companies.

- Completed a broad variety of administrative tasks including: managing an extremely active calendar of appointments; completing expense reports; composing and preparing correspondence that is sometimes confidential; arranging complex and detailed travel plans, itineraries, and agendas; and compiling documents for travel -related meetings.
- Planned, coordinated and managed company events from start to finish such as the annual golf event, portfolio company management retreats, and board dinners and meetings.
- Prioritized conflicting needs; handled matters expeditiously, proactively, and followed through on projects to successful completion, often with deadline pressures.
- Served as the Board President's administrative liaison to the portfolio company's board of directors.

L.E.K. CONSULTING, CHICAGO, IL

Executive Assistant, 2007 - 2012

L.E.K. Consulting is one of the most competitive global management consulting firms in the world. The company's primary service lines consist of corporate strategy, mergers and acquisitions, and operations.

- Maintained calendars, scheduled and coordinated meetings and conference calls (external and internal), produced, edited, proofed presentations, proposals, memoranda, etc. and coordinated travel arrangements/itineraries and expense reports.

BAIN & COMPANY, CHICAGO, IL

Executive Assistant, 2005 - 2007

Bain & Company is a global management consultancy that provides advice to public, private, and non-profit organizations.

- Managed the day to day activities of two Partners, including the management of complex and ever evolving calendars, coordination of meetings/conferences on and off-site, coordinated and managed complex travel arrangements, tracked and processed all Partner expenses and time reporting, and prepared proposals and presentations.

MACQUARIE CAPITAL PARTNERS, CHICAGO, IL

Executive Assistant, 2003 - 2005

Macquarie Capital is a global company that provides corporate finance advisory and capital markets services to corporate, private equity and government clients involved in public and private M&A, debt and equity fund raisings, private equity raisings and corporate restructuring.

- Assisted in the coordination of the conception, development and creation of MCP's investment management business, including promotional materials, private placement memorandums, credit facility and venture and investment closings as well as management of the operating budget.
- Managed extensive event and meeting planning experience including domestic and international itineraries. Frequently coordinated multi-city property and investor tours for up to 40 people via both commercial and charter air travel; such trips often included international visitors.

EMORY UNIVERSITY, ATLANTA, GA

Program Administrative Assistant, 2001 – 2003

Emory University is one of the world's leading research universities.

- Performed administrative activities associated with the volunteer program, including volunteer database management, volunteer training, and working with the Executive Director and team to coordinate fundraising events.

EDUCATION

DEPAUL UNIVERSITY, CHICAGO, IL

Business Administration

ADDITIONAL SKILLS

Proficient in Salesforce, ADP, Concur, Nexonia, Dynamo CRM, Microsoft Office (Word, PowerPoint, Excel, Outlook), G-Suite, Worldspan, Sabre, Centrav, Quickbooks, Ultracart, Stripe.

CURRICULUM VITAE
NATASHA N. JOHNSON

OFFICE:

Georgia State University
Andrew Young School of Policy Studies
Department of Criminal Justice and Criminology
Phone: [REDACTED]

55 Park Place
Suite 506
Atlanta, GA 30303
Email: [REDACTED]

EDUCATION:

Ed.D., Educational Leadership, Educational Policy Studies, Georgia State University, Atlanta, GA, Spring 2019

- Dissertation: *Writing HERstory: Examining the intersectional identities of black women in educational leadership*. https://scholarworks.gsu.edu/eps_diss/205

Ed.S., Instructional Leadership, University of Tennessee, Chattanooga, TN, Summer 2015

- Capstone Research Project: *Top of the C.L.A.S.S.: Connecting leadership and student success*

M.S.Ed., School and Guidance Counseling, CUNY Brooklyn College, Brooklyn, NY, Fall 2006

- Action Plan: *F.O.C.U.S.: Families operating with the community to unite in schools*

B.S., Communication Studies, New York University (NYU), New York, NY, Spring 2000

RESEARCH AREAS:

- Critical Theory
- Educational Law, Policy, & Governance
- Equity in Curriculum and Instruction
- Social Justice Leadership

PROFESSIONAL EXPERIENCE:

2019-present

Instructor, Department of Criminal Justice and Criminology,
Andrew Young School of Policy Studies (AYSPS), Georgia State
University, Atlanta, GA

Education Instructor, Department of Cultural and Behavioral
Sciences, Georgia State University – Perimeter, Dunwoody
Campus, Dunwoody, GA

2016-2018	Graduate Teaching and Recruiting Assistant, Department of Educational Policy Studies, College of Education and Human Development, Georgia State University, Atlanta, GA
2015-2016	Co-Instructor, Criminal Justice, Department of Social, Cultural, and Justice Studies, University of Tennessee, Chattanooga, TN
2011-2014	Curriculum Developer and Educational Consultant, Ministry of Education, Spanish Town, St. Catherine, Jamaica, W.I.
2008-2010	Counselor and Instructor, Student Support Services, Northwest Mississippi Community College, Senatobia, MS
2006-2008	Counselor and Assistant Dean, New York Department of Education, East Side Community High School, New York, NY
2003-2006	Algebra and Pre-Algebra II Teacher, New York Department of Education, East Side Community High School, New York, NY
2001-2003	Science Teacher, New York Department of Education: Secondary School for Law, Journalism, and Research, Brooklyn; Community Elementary/Intermediate School 232, Bronx, NY

PROFESSIONAL CERTIFICATIONS:

Georgia Induction Certificate, Level T-6, Elementary Education, Grades PK-5

Professional Florida Certificate, School Counselor, Grades PK-12

Tennessee Apprentice Special Group Certificate, School Counselor, Grades PK-12

Professional NYS Certificate, Classroom Teacher, Grades 1-6

Permanent NYS Certificate, School Counselor, Grades K-12

Permanent NYS Certificate, Speech Teacher, Grades PK-12

PUBLICATIONS:

Books/Monographs

Johnson, T. L., **Johnson, N. N.**, and Policastro, C. (2019). *Deviance among physicians: Fraud, violence, and the power to prescribe* (1st ed.). Routledge series in Criminology & Delinquency.

Book Chapters

Smith, T. T. and **Johnson, N. N.** (2019). Creating support systems for black women in nontraditional STEM career paths. In U. Thomas & J. Drake (Eds.), *Women's influence on inclusion, equity, and diversity in STEM fields*. (pp. 108-142). IGI Global.

Johnson, N. N. and Johnson, T. L. (2018). Microaggressions: An introduction. In U. Thomas (Ed.), *Navigating micro-aggressions toward women in higher education*. (pp. 1-22). IGI Global.

Johnson, N. N. (2017). Effectively managing bias in teacher preparation. In U. Thomas (Ed.), *Advocacy in academia and the role of teacher preparation programs* (pp. 146-160). IGI Global.

Essays

Johnson, T. L. and **Johnson, N. N.** (2019). Should the U.S. change its laws on gun control? In S. L. Mallicoat (Ed.), *Crime and criminal justice: Concepts and controversies* (2nd ed.). (pp. 133-135). Sage Publications.

Book Reviews

Johnson, T. L. and **Johnson, N. N.** (2019). Book Review: Depolicing: When officers disengage. *Criminal Justice Review*.

Manuscripts in Progress

Johnson, N. N., Fournillier, J. B., and Johnson, T. L. Black women leaders in education and intersectionality: A review of the research on race, gender, and identity in educational leadership. Manuscript will be submitted for publication review to the *Review of Educational Research* in September 2019.

Johnson, T. L., **Johnson, N. N.**, and Seigny, E. L. The college shield: The role of higher education in violent police encounters. Manuscript will be submitted for publication review to the *Journal of Quantitative Criminology* in October 2019.

Johnson, N. N. The gender-race-equity-leadership conundrum: Intersectionality and its application in higher education literature. Manuscript will be submitted for publication review to *The Review of Higher Education* in Spring 2020.

Johnson, N. N. A look at 25 years of school-based zero tolerance policies in practice. Manuscript will be submitted for publication review to *Review of Research in Education* in Summer 2020.

SPECIALIZED RESEARCH TRAINING:

Research Data Services @ Georgia State University (RDS@GSU) Data Certification:

Completed five workshops on data analysis tools (Stata 1, 2, and 3, 6 hours; NVivo 1 and 2, 4 hours).

TRAVEL GRANTS/FUNDING:

External Funding

Travel Grant Recipient, Golden Key International Honour Society (2019, July). \$1,750 travel grant awarded to attend the Golden Key Southern Africa Leadership Summit, Pretoria, South Africa.

Conference Speaker Travel Award. (2018, February). \$700 speaker travel award granted for participation in the 2018 College Preparatory Mathematics (CPM) National Conference, San Francisco, CA.

ACJS Doctoral Student Summit Scholarship. (2018, February). Conference registration and lodging scholarship awarded to participate in the 2018 Academy of Criminal Justice Sciences Doctoral Student Summit, New Orleans, LA.

Conference Speaker Travel Award. (2016, February). Speaker travel and lodging award granted for participation in the 2016 College Preparatory Mathematics (CPM) National Conference, San Francisco, CA.

Internal Funding

Golden Key International Honour Society, Alpha Chapter, Georgia State University (2019, July). Conference registration awarded to attend the Golden Key Southern Africa Leadership Summit, Pretoria, South Africa.

Writing Across the Curriculum (WAC) Grant (2019-2020). Recipient of the \$2,000 CETL (Center for Excellence in Teaching & Learning) faculty Writing Across the Curriculum (WAC) course development grant for 2019-2020.

Study Abroad Travel Grant. (2018, March). \$500 ATLAS student grant awarded for Spring 2018 Study Abroad Travel, Georgia State University, Turin & Milan, Italy.

REFEREED AND INVITED PRESENTATIONS:

Paper/Lecture Presentations

Johnson, N. N. and Johnson, T. L. (2019, November). *Zero tolerance policies – 25 years later*. Paper accepted for presentation at the American Society of Criminology (ASC) 75th Annual Meeting, San Francisco, CA.

Johnson, T. L. and **Johnson, N. N.** (2019, November). *More women, less force: The impact of women leaders on forceful police outcomes*. Paper accepted for presentation at the American Society of Criminology (ASC) 75th Annual Meeting, San Francisco, CA.

Johnson, N. N. (2019, April). Panelist, Connecting social science research to policymakers and practitioners. Topic presented at the Southern Sociological Society (SSS) 82nd Annual Conference, Atlanta, GA.

Johnson, N. N. and Johnson, T. L. (2019, April). *Zero tolerance policy analysis: A look at 20 years of school based ZT policies in practice*. Paper presented at the American Educational Research Association (AERA) Annual Convention, Toronto, Canada.

Johnson, T. L. and **Johnson, N. N.** (2019, March). *It's complicated: Educational attainment and violent police encounters*. Paper presented at the Academy of Criminal Justice Sciences (ACJS) 56th Annual Meeting, Baltimore, MD.

Johnson, N. N. (2018, November). *Law as microaggression*. Paper presented at the American Society of Criminology (ASC) 74rd Annual Meeting, Atlanta, GA.

Johnson, N. N. (2018, October). Panelist, Practical solutions to recruit, retain and develop minority educators. Topic presented at the American Association of School Personnel Administrators (AASPA) 80th Annual Conference, Minneapolis, MN.

Johnson, N. N. (2018, March). Writing HERstory – A phenomenological study examining the intersectional identities of black women in educational leadership. Topic presented at the Three Minute Thesis (3MT) Competition, Office of the Associate Provost for Graduate Programs, Georgia State University, Atlanta, GA.

Johnson, N. N. and Johnson, T. L. (2018, February). An examination of the Hamilton County secondary mathematics curriculum: Implications and recommendations for improvement. Topic presented at the College Preparatory Math (CPM) National Conference, San Francisco, CA.

Johnson, T. L. and **Johnson, N. N.** (2018, February). *The pathway from school discipline to violent offending: Connecting exclusionary discipline, susceptibility, and race*. Paper presented at the Academy of Criminal Justice Sciences (ACJS) 55th Annual Meeting, New Orleans, LA.

Johnson, N. N. and Johnson, T. L. (2017, November). *Discretionary “crack down”: The impact of school-based zero tolerance policies on official Georgia discipline code § 20-2-16*. Paper presented at the American Society of Criminology (ASC) 73rd Annual Meeting, Philadelphia, PA.

Johnson, N. N. (2017, November). *Discretionary “crack down”: The impact of school-based zero tolerance policies on official Georgia discipline code § 20-2-16*. Paper e-presented at the 6th Annual University Council for Educational Administration (UCEA) Graduate Student Summit (GSS), Denver, CO.

Johnson, N. N. (2017, October). Bolman and Deal’s four-frame model of successful organizational leadership. Topic presented at the American Association of School Personnel Administrators (AASPA) 79th Annual Conference, Phoenix/Chandler, AZ.

Johnson, T. L. and **Johnson, N. N.** (2017, March). *Understanding the role of school discipline in the violence nexus: An application of Agnew’s TCRS*. Paper presented at the Academy of Criminal Justice Sciences (ACJS) 54th Annual Meeting, Kansas City, MO.

Johnson, N. N. and Johnson, T. L. (2017, March). *Curriculum leadership: Hamilton County Algebra I and Algebra II audit*. Paper presented at the Research Council on Mathematics Learning (RCML) 44th Annual Conference, Dallas/Fort Worth, TX.

Johnson, N. N. and Johnson, T. L. (2016, October). 10 skills for successful school leaders. Topic presented at the American Association of School Personnel Administrators (AASPA) 78th Annual Conference, Orlando, FL.

Johnson, T. L., Bumphus, V., Park, S., and **Johnson, N. N.** (2016, March). *Mitigating delinquency through academic intervention: A partial test of social control theory*. Paper presented at the Academy of Criminal Justice Sciences 53rd Annual Meeting, Denver, CO.

Johnson, N. N. and Johnson, T. L. (2016, February). Math as the impetus to social elevation. Topic presented at the College Preparatory Math (CPM) National Conference, San Francisco, CA.

POST-SECONDARY INSTRUCTIONAL ACTIVITIES:

Courses Taught

Instructor, Internship and Field Placement in Criminal Justice I (CRJU 4935), Fall 2019 (30 students)

Instructor, Ethical Issues in Criminal Justice – CTW (CRJU 3060), Fall 2019 (35 students)

Co-Instructor, American Criminal Courts (CRJU 2700), Summer 2019 (20 students)

Instructor, Exploring Learning and Teaching (EDUC 2130), Spring 2019 (25 students)

Instructor, Invest. Crit. & Cont. Issues in Education (EDUC 2110), Spring 2019 (25 students)

Co-Instructor, Policing in America (CRJU 2110), Fall 2018 (60 students)

Co-Instructor, American Criminal Courts (CRJU 2700), Spring 2018 (75 students)

Co-Instructor, Policing in America (CRJU 2110), Fall 2017 (50 students)

Co-Instructor, Introduction to Criminal Justice (CRMJ 1100) Spring 2016 (50 students)

Co-Instructor, Introduction to Criminal Justice (CRMJ 1100) Fall 2015 (50 students)

Guest Lecturer (recurring), Employment Readiness (LLS 1721) Spring 2010 (30 students)

Guest Lecturer (recurring), Career Exploration (LLS 1321) Fall 2009 (30 students)

Teaching Assistant

Criminology (CRMJ 2100), Spring 2016, (95 students)

HONORS AND AWARDS:

2019 Outstanding Educational Leadership Graduate Assistant Award, Georgia State University CEHD Honors Day

2019 David L. Clark Scholar, University Council of Educational Administration (UCEA) in conjunction with American Educational Research Association (AERA)

2018-2019 2-Time Joseph Jacobs Labor Scholarship Recipient, Georgia State University

2018-2019 Kappa Delta Pi, Omicron Gamma Chapter, Georgia State University College of Education & Human Development

2018	1 st Runner Up Doctoral winner, People's Choice winner, Three Minute Thesis (3MT) Competition, Office of the Associate Provost for Graduate Programs, Georgia State University
2018	Academy of Criminal Justice Sciences (ACJS) Doctoral Student Summit Fellow
2018	Marquis Who's Who among American Women
2017-2018	President George M. Sparks Graduate Scholarship, Georgia State University
2017-2018	Graduate Student Scholarship, Georgia State University Alumni Association, Georgia State University
2017-2019	Pi Lambda Theta, Honor Society for Educators
2017-2019	Alpha Chapter, Golden Key International Honour Society, Georgia State University
2016-2017	Joseph Jacobs Labor Scholarship, Georgia State University
2016-2017	Leon Bradley Scholarship, American Association of School Personnel Administrators (AASPA)
2014-2015	Honor Society, University of Tennessee-Chattanooga
2014-2015	Golden Key International Honour Society, University of Tennessee-Chattanooga
2013-2014	Who's Who among America's Teachers
2010	Cambridge Who's Who among Executives, Professionals and Entrepreneurs
2005-2006	Who's Who among America's Teachers
2005-2006	Dean's List, Brooklyn College
2000	University Honors Scholar, New York University
1999-2000	Dean's List, New York University

PROFESSIONAL MEMBERSHIPS/ASSOCIATIONS:

Southern Sociological Society (SSS), 2019-present

Benjamin Banneker Math Association (BBA), NCTM affiliate, 2018-present

International Society for Research on Aggression (ISRA), 2018-present

Athens Institute for Education and Research (ATINER), Athens, Greece, 2017-present

- *Academic Committee Member, 2018-present*

Academy of Criminal Justice Sciences (ACJS), 2017-present

- *Restorative/Community Justice section, 2017-present*
 - *Executive Counselor, Restorative/Community Justice section, 2019-2021*

- *Teaching, Learning, and Scholarship section, 2017-present*
 - *Executive Counselor, Teaching, Learning, & Scholarship section, 2019-2022*
 - *Vice-Chair, Communications Committee, TLS section, 2019-2022*
- *Minorities and Women section, 2017-present*

American Educational Research Association (AERA), 2017-present

- *Counseling and Human Development Division, 2017-present*
- *Doctoral Student Cohort Program – Jan.-Dec. 2017*

American Association of University Women (AAUW), 2017-present

Young Government Leaders (YGL) Atlanta Chapter, 2017-present

Black Doctoral Network (BDN), 2017-present

Atlanta Jamaican Association, Inc. (AJA), 2017-present

American Association of School Personnel Administrators (AASPA), 2016-present

- *Recognitions Committee, 2018-present*
- *Minority Caucus Committee, 2016-present*

American Society of Criminology (ASC), 2016-present

Research Council on Mathematics Learning (RCML), 2016-present

National Alliance of Black School Educators (NABSE), 2016-present

National Association for the Advancement of Colored People (NAACP), Chattanooga Chapter
2015-present

Independent Educational Consultant Association (IECA), 2013-present

International Women's Leadership Association (IWLA), 2012-present

Southeastern Association of Educational Opportunity Program Personnel (SAEOPP), 2008-present

Association for Supervision and Curriculum Development (ASCD), 2008-present

American School Counseling Association (ASCA), 2006-present

New York State School Counselor Association (NYSSCA), 2006-present

National Council for Teachers of Mathematics (NCTM), 2003-present

SERVICE ACTIVITIES:

Service to the Field/Discipline

Panel Chair. (2020, July). "Higher education in a global world: Policy implications in education and criminal justice". Athens Institute for Education and Research (ATINER) 4th Annual International Symposium on Higher Education in a Global World, Athens, Greece.

Panel Chair. (2019, November). "School Policies, Student Attitudes and Behavior". Area XV. Inclusivity and Diversity, American Society of Criminology (ASC) 75th Annual Meeting, San Francisco, CA.

Panel Chair. (2019, November). “Racial and Ethnic Injustice in the Criminal Justice System”. Area II. Perspectives on Crime – Critical Race, American Society of Criminology (ASC) 75th Annual Meeting, San Francisco, CA.

Manuscript Reviewer, Exploring sums in a multiplication table. (2019, October). Mathematics Teacher: Learning and Teaching Pre-K–12, National Council of Teachers of Mathematics (NCTM).

Manuscript Reviewer, Measuring Mechanisms of Student Voice: Development and Validation of Student Leadership Capacity Building Scales. (2019, October; 2019, June). American Educational Research Association (AERA) Open.

Manuscript Reviewer, Student Activism in the Digital Age: Social Justice and School Walkouts. (2019, September). 2020 American Educational Research Association (AERA) Annual Convention, San Francisco, CA.

Manuscript Reviewer, Fear and Threat: School Shootings and Violence in the United States. (2019, September). Athens Journal of Education, Athens Institute of Education and Research (ATINER), Athens, Greece.

Manuscript Reviewer, Escape Room Math: Luna's Lines. (2019, September; 2019, July; 2019, May). Mathematics Teacher: Learning and Teaching Pre-K–12, National Council of Teachers of Mathematics (NCTM).

Panel Reviewer, SIG – Law and Education. (2019, August). 2020 American Educational Research Association (AERA) Annual Convention, San Francisco, CA.

Panel Reviewer, Division L – Educational Policies and Politics. (2019, August). 2020 American Educational Research Association (AERA) Annual Convention, San Francisco, CA.

Panel Chair. (2019, July). “Higher education in a global world: Policy implications in education and criminal justice”. Athens Institute for Education and Research (ATINER) 3rd Annual International Symposium on Higher Education in a Global World, Athens, Greece.

Manuscript Reviewer, Leveraging Observation to Evaluate Student-Centered Learning: A Theory Based Analysis of Observational Models Applied to a Curricular Redesign. (2019, June; 2019, March). Emerging Voices in Education, Drexel University, Philadelphia, PA.

Manuscript Reviewer, The Role of Evaluation in Teacher Development in the Greek Educational System. (2019, May). Athens Journal of Education, Athens Institute of Education and Research (ATINER), Athens, Greece.

Panel Chair and Discussant. (2019, April). SIG – School Community, Climate, and Culture – “Racial, Ethnic, and Class Dimensions of School Climate”. 2019 American Educational Research Association (AERA) Annual Convention, Toronto, Canada.

Discussant. (2019, April). Division K – Teaching and Teacher Education – “Challenging Beliefs: Critical Race Analysis of Teacher Work”. 2019 American Educational Research Association (AERA) Annual Convention, Toronto, Canada.

Panel Moderator. (2019, March). “Mentoring New Faculty: What’s Available and What’s Missing”. Criminal Justice Education/Administration and Leadership Roundtable, Academy of Criminal Justice Sciences (ACJS) 56th Annual Conference, Baltimore, MD.

Panel Chair. (2019, March). “Pedagogical Innovations in Teaching Corrections”. Criminal Justice Education/Teaching Pedagogy Paper Session, Academy of Criminal Justice Sciences (ACJS) 56th Annual Conference, Baltimore, MD.

Manuscript Reviewer, Framing Adjunct Activism at a Progressive Community College. (2019, March). Emerging Voices in Education, Drexel University, Philadelphia, PA.

Manuscript Reviewer, Defining the Field School within Study Abroad. (2019, March). Athens Journal of Education, Athens Institute of Education and Research (ATINER), Athens, Greece.

STEM Featured Exhibit Volunteer, Family Free Day. (2019, February). Children's Museum of Atlanta in conjunction with SEM Link Experimental Design Program, Atlanta, GA.

Twitter Chat Host. (2018, December). “Which leader are you? Discussing Bolman & Deal's four-frame model for organizational leadership”. American Association of School Personnel Administrators (AASPA).

Science Fair Judge, Burgess-Peterson Academy. (2018, December). SEM Link Experimental Design Program in conjunction with Atlanta Public Schools (APS), Atlanta, GA.

Manuscript Reviewer, Probability Literacy; Statistical Reasoning. (2018, November). 2019 Research Council on Mathematics Learning (RCML) Conference, Charlotte, NC.

Manuscript Reviewer, Social Justice, Kinesthetics, Mathematics Education & Curriculum, and Formative Assessment. (2018, September). Benjamin Banneker Lighthouse Association Almanac, partner affiliate with the National Council of Teachers of Mathematics (NCTM).

Panel Reviewer, Division K – Teaching and Teacher Education. (2018, August). 2019 American Educational Research Association (AERA) Annual Convention, Toronto, Canada.

Manuscript Reviewer, Division K, Section 04 – Multicultural, Inclusive, & Social Justice Frameworks in PK-16+ Settings. (2018, August). 2019 American Educational Research Association (AERA) Annual Convention, Toronto, Canada.

Panel Chair. (2018, July). “Higher education in a global world: Policy implications in education and criminal justice”. Athens Institute for Education and Research (ATINER) 2nd Annual International Symposium on Higher Education in a Global World, Athens, Greece.

Discussant. (2018, April). Divisions A, E, & K, 2018 American Educational Research Association (AERA) Annual Convention, New York, NY.

Panel Moderator. (2018, February). “Best Practices for Teaching Criminal Justice In-Class and Online”. Academy of Criminal Justice Sciences (ACJS) 55th Annual Conference, New Orleans, LA.

Manuscript Reviewer, Elementary Preservice Teachers’ Learning to Explain the Invert and Multiply Algorithm. (2018, January). 2018 Research Council on Mathematics Learning (RCML) Conference, Baton Rouge, LA.

Panel Reviewer, Divisions A, E, & K. (2017, August). 2018 American Educational Research Association (AERA) Annual Convention, New York, NY.

Manuscript Reviewer, SIGs – Carib-African Studies; Advocates for Gender Equity; Women and Education; Mathematics Education; School Community, Climate, and Culture. (2017, August). 2018 American Educational Research Association (AERA) Annual Convention, New York, NY.

Webinar Host. (2017, June). “10 skills for successful school leaders”. American Association of School Personnel Administrators (AASPA).

Manuscript Reviewer, Educational Leadership and Policy. (2017, June). Graduate Student Summit, 2017 University Council for Educational Administration (UCEA) 31st Annual Convention, Denver, CO.

Conference Volunteer. (2017, March). Teaching, Learning and Scholarship Section, Academy of Criminal Justice Sciences (ACJS) 54th National Conference, Kansas City, MO.

Panel Moderator. (2016, October). “Leadership, Social Justice, and Cultural Diversity”. Black Doctoral Network (BDN) 4th National Conference, Atlanta, GA.

Service to the University and Department

Co-Facilitator, Fall Diversity and Inclusion Forum. (2019, December). Office of Diversity Education Planning in conjunction with ADMAG (the Atlanta Diversity Management Advocacy Group) and the GSU College of Law, Georgia State University, Atlanta, GA.

Educational Policy Studies Department representative, College of Education and Human Development (CEHD) New Student Welcome & Orientation. (2019, January; 2018, August; 2018, May; 2017, January). CEHD Office of Academic Assistance & Graduate Admissions, Georgia State University, Atlanta, GA.

Student Representative, College of Education and Human Development (CEHD) Student Technology Fee Committee. (2019, Spring). Department of Educational Policy Studies, Georgia State University, Atlanta, GA.

Educational Leadership representative, Graduate Application Webinar - Tier I, Tier II, & EdD programs in Ed. Leadership, College of Education and Human Development (CEHD). (2018, November; 2018, October). CEHD Office of Academic Assistance & Graduate Admissions, Georgia State University, Atlanta, GA.

Co-Facilitator, Creating Inclusive Communities (CIC) Dialogue Series. (2018, October). “Let’s Talk About Microaggressions & Bias in the Workplace”. Office of Diversity Education Planning, Georgia State University, Atlanta, GA.

GSU Professional Education Faculty Retreat. (2018, April). “Preparing Educators to Use Technology to Meet the Needs of ALL Learners”. College of Education and Human Development & Loudermilk Conference Center, Georgia State University, Atlanta, GA.

Participant, *Navigating Conferences: The Ins and Outs*. (2018, March). Educational Policy Studies (EPS) Student Affairs Committee, Department of Educational Policy Studies, Georgia State University, Atlanta, GA.

Student evaluator, Faculty candidate interviews. (2018, March; 2017, June). Department of Educational Policy Studies, Georgia State University, Atlanta, GA.

Participant, *Politics, Education, and Praxis in an Era of Alternative Facts*. (2017, October). Educational Policy Studies (EPS) Student Affairs Committee & EPS Graduate Student Association, Department of Educational Policy Studies, Georgia State University, Atlanta, GA.

Participant, GSU CEHD Strategic Plan Focus Group. (2016, November). College of Education & Human Development’s Strategic Planning Committee, Georgia State University, Atlanta, GA.

Secondary Education Advisor, Johnson, T. L. (2016). *Mitigating delinquency through academic intervention: an empirical test of social control theory*. University of Tennessee, Chattanooga, TN.

Service to the Community

Member (2018-2019). Student Alumni Association, Georgia State University

Member (2018-2019). Black Graduate Student Association, Georgia State University

Officer (2016-2019). Ed. Policy Studies Graduate Student Association, Georgia State University

Member (2016-2019). Spotlight Program Board, Georgia State University

Member (2016-2019). Black Student Alliance, Georgia State University

Member (2016-2019). Caribbean Student Association (CARIBSA), Georgia State University

Community Member (2014-2016). Brown Academy School Leadership Team, Chattanooga, TN

Volunteer (2008-2013). Jubilee Missions (B.R.E.A.T.H.E.), based in St. Louis, MO

Volunteer (2000-2008). Charities Unlimited, based in Cleveland, OH

Member (1998-2005). Brooklyn Tabernacle Adult Choir, based in Brooklyn, NY

Academic/Professional Development

SCHR (Southern Center for Human Rights) Presents: Decriminalizing Race & Poverty Symposium. (2019, September; 2018, September). “Decriminalizing Race and Poverty - What's Working & What You Can Do”. Southern Center for Human Rights & Georgia State University College of Law, Atlanta, GA.

Golden Key International Honour Society Southern Africa Leadership Summit. (2019, July). Pretoria, South Africa.

Diversity and Inclusion Forum. (2018, December). “The Intersectionality of Race and Gender in the Workplace”. Office of Diversity Education Planning & Georgia State University College of Law, Atlanta, GA.

Write a Winning Grant Proposal: Introduction. (2018, June). University Research Services & Administration, Georgia State University, Atlanta, GA.

Short-term Study Abroad Program. (2018, March). “Exploring the Impact of Historical and Cultural Contexts on the Italian Education System”. Georgia State University, Turin & Milan, Italy.

ACJS Doctoral Student Summit. (2018, February). Academy of Criminal Justice Sciences (ACJS) 55th Annual Meeting, New Orleans, LA.

Short-term Study Abroad Program. (2017, November). “Education in Greece, the Impact of Historical and Cultural Contexts”. Georgia State University, Athens, Greece.

Dissertation Information Session/Formatting Long Documents Workshop. (2017, June). The Office of Academic Assistance (OAA) & the Center for Excellence in Teaching and Learning, Georgia State University, Atlanta, GA.

Measuring the Dream Symposium. (2017, May). “From Brown to Black Lives Matter”. Georgia Institute of Technology, Georgia State University Andrew Young School of Policy Studies, & American Civil Liberties Union (ACLU) Georgia, National Center for Civil and Human Rights, Atlanta, GA.

12th National Educational Policy Institute. (NEPI). (2017, May). National Alliance of Black School Educators (NABSE), The School Superintendents Association (AASA), & American Federation of Teachers (AFT), Washington, DC.

Mentorship

2019-2020	Jaleesa Harmon, Graduate Teaching Assistant, Master of Science in Criminal Justice, Georgia State University
2018-2019	Erica Paschel, Master of Science, Clinical Mental Health Counseling, Georgia State University
2017-2019	Randy McGee, Bachelor of Arts, Monroe College

2015-2017	Tunisha Fritz, Bachelor of Science in Criminal Justice, University of Tennessee-Chattanooga
2014-2016	Kiema Richards, Associate of Arts in Communication Design, CUNY New York City College of Technology
2006-2008	Randy Bowen, K-12 School Counselor, NYC Department of Education

Dr. Nelva M. Lee

Locust Grove, Georgia 30248

(cell)

• www.linkedin.com/Nelvalee



Cover Letter

Dear Governor Kemp,

I applaud you for opening up this appointment process and endeavoring to make it as transparent as possible.

I am the best candidate for this position, because of my demographics (Black Hispanic Woman) that are in keeping with the changing demographics of the state; I am a businesswoman and I have over twenty years' experience in healthcare.

I can speak with authority and personal experience on my pro-life stance and how I became a Republican because of it; my support for a strong border and immigration laws having come to this country legally; my support for educational options such as charter schools and private schools to give parents choices as my children attend both public and private school; and my over twenty years of experience in healthcare in particular long term care and public health has made me uniquely qualified to tackle the impending healthcare debate surrounding Medicare for all and challenges of health coverage on the federal level.

I ran unsuccessfully three times for State Senate, the first time as a Conservative Democrat the next two as a Republican. I had planned to run for the Senate seat vacated by Sen. Isaacson and would be very grateful for the appointment as it would insure an easier path to reelection.

I met you Governor Kemp in 2017 when you were campaigning for Governor. You attended a late evening reception in Thomaston, GA put on by the Chamber of Commerce. I worked as a Nursing Home Administrator at the time and I told you of my desire to run for the State Senate seat in District 17 soon vacated by Rick Jeffares, and you encouraged me to run. I found you to be a reasonable and approachable candidate and it is the reason why I voted for you.

Governor Kemp, I implore you to be a history maker and appoint me as the first Black Hispanic Woman US Senator of the great state of Georgia!

Nelva Lee

Summary of Expertise

Over two decades of Healthcare expertise working with patients in both outpatient and inpatient settings. Fifteen years of Management expertise in various settings, to include large and small community hospitals, state mental health as well as private health facilities, in addition to chairing two Non-profit organizations, Founding an online institute, Coordinator for the Department of Health, and Director for a Health System. Talented leader directing highly skilled management teams to support achievement of overall corporate goals and objectives. Additional qualifications: SPSS, Microsoft Office Suite (Windows, Excel, Outlook, Word, Powerpoint, Access).

Core competencies include:

- Quality Management
 - Financial Analysis
 - Forecasting
 - Leadership
 - Budgeting
 - Cost Reductions
 - Technology Integration
 - Regulatory Compliance
 - Efficiency Improvements
-

Educational Background

Licensed Nursing Home Administrator LNHA License # NHA005552 expires 2020

Doctor of Philosophy, Health Sciences, Concentration: Healthcare Administration, 2007

Trident University International (formerly Touro University), CA

Address: 5757 Plaza Drive, Suite 100, Cypress, CA 90630

Published Dissertation/Research Study: Disparities in Socioeconomic Position Based on Influenza Outcomes

Masters of Science, Healthcare Administration, 2000

CENTRAL MICHIGAN UNIVERSITY - Mt. Pleasant, Michigan

Address: 106 Warriner Hall, Mount Pleasant, MI 48859

Thesis: Effects of inpatient versus outpatient rehabilitation services for adolescents based on involuntary admission.

Bachelor of Science, Healthcare Administration, 1998

WAYLAND BAPTIST UNIVERSITY – Plainview, Texas

Address: 1900 W 7th St., Plainview, TX 79072

Certified ServSafe Manager, 2013

College Prep – High School Diploma, 1993

Leilehua High School - Wahiawa, Hawaii

Address: 1515 California Ave. Wahiawa, HI 96786

Professional Organizations

GHCA – Georgia Health Care Association, 2013-Present

ACHE – American College of Healthcare Executives, 2002-2016

ACHCA- American College of Health Care Administrators, 2011-Present

NBCMI - Chair: National Board of Certification for Medical Interpreters, Washington, DC, 2008-2010

MiTio Foundation - Chair: a 501c3 Organization, McDonough, GA, 2008-2013

Languages

- English – native language
- Spanish - speak fluently and read/write with high proficiency
- French – speak, read, and write with basic competence

Work Experience

- **Executive Director**, January 2016 – 2017

Harborview Health Systems of Thomaston

- **Administrator**, January 2015 – 2016

Bryant Health and Rehabilitation Center

- **Assistant Executive Director**, May 2013- January 2015

Lake City Nursing and Rehabilitation Center

- **Founder/President:** 2004 – Present

The Medical Interpreting & Translating Institute On-Line (MiTio)

- **Director - Patient Advocacy**, June 2002-September 2003, Grady Health System.
- **Program Coordinator/ Training Coordinator - Autism**, July 2001 –March 2002, The Institute for Family Enrichment.
- **Mental Health Care Coordinator**, May 2000 – Nov 2000, Leeward Family Guidance Center
- **Counselor/ Quality Management Internship/ Case Manager/ Therapist**, June 1995 – Jan 2001, Castle Medical Center –BHS Unit/Castle ACCESS.

Professional Experience

Management:

THE MEDICAL INTERPRETING AND TRANSLATING INSTITUTE ONLINE – MITIO:
2004-PRESENT (Founder and President)

Developed all 20 of its courses, obtained IMIA accreditation, GSA schedule contract, and have partnered nationally with healthcare organizations to include Wellstar here in GA to train their

bilingual staff as medical Interpreters. MiTio is now internationally renowned, as I was the first chair of the national Board of Certification for Medical Interpreters. In that role, I was instrumental in securing two grants for the organization.

HARBORVIEW HEALTH SYSTEMS- THOMASTON, GA: JANUARY 2016 - December 2017 (EXECUTIVE DIRECTOR)

My responsibilities were as follows:

- * Lead the facility management staff and consultants in developing and working from a business plan that focuses on all aspects of facility operations, including setting priorities and job assignments. Monitor each department's activities, communicates policies, evaluates performance, provides feedback, and assists, observes, coaches and disciplines as needed.
- Develop an environment that allows for creative thinking, problem solving and empowerment in the development of a facility management team.
- Oversee regular rounds to monitor delivery of nursing care, operation of support departments, cleanliness and appearance of the facility; moral of the staff; and ensures resident needs are being addressed.
- Exhibit positive customer service both to internal and external customers through the ongoing support and implementation of the Company's Health and Rehabilitation Services customer service initiatives and business objectives. Utilizes survey information to address areas of importance as defined by our customers.
- Ensure the building and grounds are appropriately maintained and that equipment and work areas are clean, safe and orderly, and any hazardous conditions are addressed; ensure that Universal Precaution and Infection Control, Isolation, Fire Safety and Sanitation practices and procedures are followed.
- Manage facility budgets and business practices to include labor costs, payables, and receivables.

BRYANT HEALTH AND REHABILITATION CENTER: 2015-2016 (ADMINISTRATOR)

As the administrator I oversee the provision of high-quality care and maintain full capacity at a 75 bed nursing home in Cochran, GA. As Nursing Home Administrator, I generate and implement innovative marketing ideas that establish this as the skilled nursing facility of choice in the area. Additionally I am responsible for monitoring and maintaining compliance with federal and state regulations. Managing the development and implementation of departmental policies and establishing rapport with and between departments so they can each see the importance of their contributions to the facility. Ensure that all personnel, residents and visitors follow established policies and procedures. I also ensure that the facility operates in an efficient and profitable manner. I implement performance improvement initiatives to ensure that residents are provided with the excellent standard of living and care that they deserve. Additionally I am responsible for recruiting, hiring and training competent and committed staff; reviewing and interpreting monthly financial statements; and preparing an annual operational budget and allocating resources to carry out programs successfully.

LAKE CITY NURSING AND REHABILITATION CENTER: 2013-2015 (Asst. Administrator)

Assistant Administrator of a 240+ bed Skilled Nursing and Rehabilitation Facility. As the Assistant Executive Director for Lake City Nursing and Rehabilitation Center I promoted and understanding of and compliance with all rules regarding resident's rights; promoted positive relationships with residents, visitors and regulators. Supervised, conducted and participated in department and facility education activities and staff meetings. As the chair of the Dietary Committee, successfully improved Lake City's Five Star rating from 1 star to 3 stars. As the chair of the Activities Committee, successfully implemented weekly outings to include monthly trips to Spivey Hall, an activity that was instrumental in our VA Contract reinstatement. Assisted Business Office by conducting collection calls and participating in AR reviews. Attended GA coalition meeting to ensure facility is well represented in emergency preparedness, collaborating with local emergency responders. Participated in Census Development meetings to develop marketing strategies for the facility. Assisted the Admissions Department by conducting tours of the facility and completion of admission packages.

GRADY HEALTH SYSTEM: 2002 – 2003 (Director of Patient Advocacy)

Supervised staff in three separate programs: I supervised 3 mid-managers – Patient Advocates; 1 Administrative Assistant; 1 mid manager Patient Satisfaction Coordinator; 1 mid manager Interpreting Services Coordinator; and indirectly 15 Interpreters and 1 Translator. Duties included hiring, terminating, screening, recruitment, monitoring and evaluating. Directed financial management functions including development of monthly/quarterly financial statements, financial forecasts, and budgets. Oversee general accounting functions, including AR/AP, account reconciliation, and cash management. As Director of Patient Advocacy, oversaw budget of 1 million dollars. Prepared financial reports, developed budgets, and performed variance analysis in accordance with business plan. Compiled periodic financial reporting packages for senior management. Carried out internal audits to ensure regulatory compliance and operational efficiency/accuracy. Built and led teams in carrying out special projects. Interact with the Board of Directors and President concerning financial forecasts and reports.

- Spearheaded implementation of quality survey technology that improved tracking and reduced operating expenses.
- Reduced Language Line cost by over 50% within first 6 months of implementation.
- Reduced patient losses liability by 25% within first year of implementation.

THE INSTITUTE FOR FAMILY ENRICHMENT: 2001 – 2002 (Program Coordinator)

Supervised 70 therapeutic aides. Duties included hiring, terminating, screening, recruitment, monitoring and evaluating. Closed and prepared monthly financial statements and audit reports. Performed monthly account reconciliations and monitored general ledger transactions. Worked in collaboration with controller to ensure accuracy and integrity of financial information in support of overall business objectives. Conducted many training seminars dealing with preparedness from a therapeutic perspective and preventative measures when handling clients. These seminars were

for my staff as well as for therapeutic aids from other agencies contracted out by the dept. of health.

- Reduced corporate liability and annual expenses through identification of inaccurate and unnecessary service request referrals.
- Ensured accurate and timely documentation of services for billing and payroll preparation.

DEPARTMENT OF HEALTH: 2000 – 2001 (Service Coordinator)

Supervised mental health services for clients and their therapist, also monitored and coordinated those mental health services. Responsible for assigning mental health services, monitoring those services, coordinating services amongst therapist, teachers, school officials, and community services such as Catholic Charities, and ensuring quality for the mental health clients within my region. The clients in my region were adolescents referred to the Department of Health by the Department of Education. Developed and trained therapist, teachers, parents, and adolescents on preventative and preparedness measures when dealing with conflict resolution and responses to stress triggers. Responsible for developing Behavior Management Plans, and along with a multi-disciplinary team created Coordinated Service Plans and Independent Educational Plans for adolescent clients.

- Provided the justification for the services to be provided as well as the timelines and goals that would be achieved on behalf of the client.

CASTLE MEDICAL CENTER: 1995 – 2000 (Counselor/Therapist/Case Management)

Counselor for the inpatient Alcohol and Drug Rehabilitation Unit where I was responsible for creating care plans and conducting groups for the residents there. Provided in-home therapy to children and adolescent clients in home and school identified by IDEA and 504 status. Diagnosis included ADHD, ODD, Bi-polar, PDD, brain injury and substance users. Focused on educating about diagnosis to individual and family clients, as well as stress and anger management, socialization skills, redirection, vocational skills, family and classroom integration. Developed Treatment Plans and Behavior Management Plans, conducted Coordinated Service Plans, and participated as member of multidisciplinary team in IEP's and Treatment Team meetings. Assisted with preparation of quality storyboards by graphing data and describing the improvement process according to PDCA (Plan-Do-Check-Act). Assisted with interpretation and rating of quality improvement storyboard displays. Assisted in JCAHO preparation by working with the patient and family education team, to catalog all of the patient/family teaching materials in all of the patient care areas of the hospital.

- Consistently met deadlines while demonstrating strong analytical and problem-solving skills to achieve corporate objectives.

Adjunct Professor:

Teach undergraduate students healthcare administration with an emphasis in financial management. Issues related to supply management; scheduling; cost performance; and quality assurance are also discussed. These courses also examine and explore the applications of operations management in the framework of healthcare organizations. The impact of federal and state mandated population cohorts or populations is examined in relation to the impact they have on the use of services, the incidences of illness and disease, community health, and quality of life. Focus is placed on a variety of healthcare delivery models, including hospital, outpatient facilities, and long-term care. Courses taught:

SOUTH UNIVERSITY: 2011- 2015 (Adjunct Professor)

- Working with Healthcare Professionals
- Long Term Care
- Medical Terminology
- Managed Care
-

DEVRY UNIVERSITY: 2003 – 2015 (Adjunct Professor)

- Introduction to Health Care Delivery System
- Health Care Law
- Health Care Finance

WAYLAND BAPTIST UNIVERSITY: 2001 – 2002 (Adjunct Professor)

- Healthcare Law and Ethics
- Healthcare Marketing
- Human Resource Management
- Long Term Health Care Organization

NICK FITZPATRICK

Atlanta GA 30327

SUMMARY

Genuine and authentic Real Estate Broker with a passion for the real estate industry. With 5 years of industry experience in analysis, negotiation and execution of client strategies I am seeking a position within a regional commercial real estate brokerage. My versatile and persistent attitude to get around hurdles and accomplish client goals scales to many levels of the industry.

EXPERIENCE

Associate Broker – Keller Knapp Realty June 2014 – Present

- Consult, advise and represent: buyers, sellers, landlords and tenants of real estate in the Atlanta, GA market
- Areas of Specialty include: Single Family, small Multi-Family, Investment properties, In-Fill Development
- Sourced off-market channels by cold-calling (calling, e-mailing, texting, social media) properties owners to identify opportunities for clients otherwise unknown to them
- Prepared financial analysis of property as requested by client's criteria
- Negotiated terms, prepared contracts and managed sales process to and past closing date

Recruiter / Operations Analyst – Electric Power Systems, Inc May 2015 – December 2017

- Recruited active and passive candidates for engineering positions ranging from technician to director levels for EPS' 30 regional offices
- Supported management across 8 regions and two divisions, including a union division
- Collaborated with the sales department to understand and fulfill manpower needs and scheduling for projects awarded as well as in bid process
- Oversaw the TN Visa process for employees working within the NAFTA region
- Conducted business intelligence research on competitors and projects
- Researched, presented and advised on benefits package including PTO and 401k offerings
- Other Ad Hoc needs as needed

Technical Recruiter – Randstad Engineering June 2011 – May 2015

- Recruited active and passive candidates for engineering positions ranging from technician to director levels
- Collaborated with the sales department to understand and fulfill client needs
- Sourced candidates across multiple avenues including cold calling, a proprietary database, social networking and referrals
- Networked within a large candidate pool to determine market conditions relating to salary and benefits
- Met or exceeded sales quota

EDUCATION

UNIVERSITY OF FLORIDA	Gainesville, FL
Master of Science in Business Management GPA 3.08/4.0	April 2011
Bachelor of Science in Political Science GPA 3.28/4.0	May 2010

INTERESTS

Passion City Church – Door Holder on Parking Team
Tri-Athlete
Real Estate Investor
President, Sigma Nu Epsilon Zeta Alumni Chapter
Business Mentor – Start:Me Entrepreneurship Program through Emory University

Noah A. Steinberg

PHYSICIAN ASSISTANT

- Highly skilled professional with more than 19 years clinical experience as a mid-level provider in primary care and emergency care during military operations and training in garrison, field, and deployed environments.
- Transitioned to civilian sector after military retirement in 2016 for full-time or part-time employment in family practice or urgent care at home or overseas.
- Final duty assignment was medical support to the Mountain Phase of US Army Ranger School.
- Deployed as civilian Physician Assistant with SOS International to Iraq for five relief missions from 2016 to 2018 to serve as sole provider at Urgent Care Clinic for civilian contractors supporting US Department of Defense military mission at Camp Taji.
- Deployed (9 months) as military Physician Assistant to Afghanistan in 2014 to conduct detainee healthcare in major prison facility in Bagram. Deployed (10 months) as military Physician Assistant to Iraq in 2003 as the organic medical provider of a tank battalion to conduct combat operations near Tikrit.
- Active Duty Army career spanning over 22 years from enlisted medic to commissioned officer.

EXPERIENCE

Physician Assistant (contracted civilian employment) <i>Roi-Namur Health Clinic, International SOS, Inc.</i> Kwajalein Atoll, Marshall Islands (US)	02/19 – 03/19 (35 days)
Physician Assistant (contracted civilian employment) <i>EMS Support & Urgent Care Clinic, SOSi, LLC</i> Taji, Iraq	09/16 – 07/18 (1 year, 11 months)
Clinic Officer in Charge (OIC) <i>Troop Medical Clinic #6, Martin Army Community Hospital</i> Camp Merrill, Dahlonega, Georgia	11/12 – 07/16 (3 years, 9 months)
Physician Assistant (part-time civilian employment) <i>Emergency Room, Northeast Georgia Medical Center</i> Gainesville, Georgia	04/15 – 06/16 (1 year, 3 months)
Brigade Surgeon / Brigade Physician Assistant <i>528th Sustainment Brigade, US Army Special Operations Command</i> Fort Bragg, North Carolina	08/10 – 11/12 (2 years, 4 months)
Physician Assistant (part-time civilian employment) <i>Urgent Care Clinic, Dahlonega Family Practice</i> Dahlonega, Georgia	08/07 – 07/10 (3 years, 0 months)
Physician Assistant <i>5th Ranger Training Battalion, US Army Infantry School</i> Camp Merrill, Dahlonega, Georgia	05/07 – 08/10 (3 years, 4 months)
Brigade Physician Assistant <i>USASOC Sustainment Brigade, US Army Special Operations Command</i> Fort Bragg, North Carolina	07/05 – 05/07 (1 year, 11 months)
Physician Assistant <i>A Co, 528th Support Battalion, US Army Special Operations Command</i> Fort Bragg, North Carolina	06/04 – 07/05 (1 year, 2 months)

Noah A. Steinberg, PA-C

CREDENTIALS

National Commission on Certification of Physician Assistants , NCCPA #1046862	2000
State License , Georgia #005120	2007
DEA License , Drug Enforcement Agency #MS3481722	2015

EDUCATION

Master of Science (Physician Assistant Studies) <i>University of Nebraska Medical Center, College of Medicine</i> Distance Learning Option while at Fort Hood, Texas	2001
Bachelor of Science (Physician Assistant Studies) <i>Interservice Physician Assistant Program, Fort Sam Houston, Texas</i> Clinical Internship at Darnall Army Community Hospital, Fort Hood, Texas	2000
Bachelor of Arts (Economics) <i>Texas Lutheran University, Seguin, Texas</i>	1994

MILITARY TRAINING

Joint Forces Combat Trauma Management Course	2014
Tactical Combat Medical Care Course	2013
Tropical Medicine Course	2010
Resuscitation and Treatment of Diving Casualties Course	2010
Joint Medical Enroute Care Course	2006
Army Trauma Training Center Rotation (2 weeks)	2006
Special Operations Combat Medical Skills Sustainment Course	2006
Air Force Critical Care Air Transport (CCAT) Team Advance Course	2006
C-STARs Critical Care Trauma Rotation (2 weeks)	2006
Operational & Emergency Medical Skills (OEMS) Course	2004
Flight Surgeon Course	2004
Emergency Medicine Basic Skills Course	2003
Combat Casualty Care Course	2002
Medical Management of Chemical and Biological Casualties Course	2001

ACHIEVEMENT

Military Awards & Decorations

Ranger Tab, Combat Medical Badge, Expert Field Medical Badge, Senior Flight Surgeon Badge, Parachutist Badge, Pathfinder Badge, Joint Meritorious Unit Award, Valorous Unit Award, Bronze Star Medal, Meritorious Service Medal (2nd Award), Army Commendation Medal (8th Award), Army Achievement Medal (3rd Award), Good Conduct Medal (2nd Award), National Defense Service Medal (2nd Award), Afghanistan Campaign Service Medal (1 BSS), Iraq Campaign Service Medal (2 BSS), Global War on Terrorism Service Medal, Military Outstanding Volunteer Service Medal (3rd Award), NCO Professional Development Ribbon (Numeral 2), Army Service Ribbon, Overseas Service Ribbon, NATO Medal (ISAF Clasp)

Military Recognition

Surgeon General's Physician Assistant of the Year Award - Nominee	2002
Surgeon General's Physician Assistant of the Year Award - Nominee	2009

Civilian Recognition

Eagle Scout (w/double bronze palms), Boy Scouts of America	1985
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Pashion R Wyatt

██████ Evans, GA 30809 • ██████ • ██████

Objective

To achieve a career in which I exercise my knowledge and skills that I not only excel above the standard, but where I influence others to do the same.

Work Experience

06/2019 – Department of Family and Children Service
Social Service Specialist 2

- Initiates timely, face-to-face responses to screened-in reports of alleged child maltreatment and conducts assessments that identify and address safety concerns.
- Addresses identified safety concerns by immediately developing and implementing safety plans.
- Conducts diligent search efforts to locate the child/family
- Implements Solution Based Casework (SBC).
- Partners with child(ren) and parents in the development
- Completes genograms to identify available family support network.
- Collaborates with community partners to create systems of support for families

05/2018 – Garden Life Property Preservation
10/2018 *Operations Manager*

- Contract negotiations
- Handle accounts receivable
- Planning and scheduling
- Provide customer service
- Assist in starting the company from start up

12/2013 - Department of Community Health, Augusta, GA
08/2014 *Medicaid Eligibility Specialist*

- Determine eligibility for various classes of Medicaid insurance assistance needed
- Conducts outreach activities with oral and visual presentations to community organizations, churches, schools, community groups, parents, and businesses in an effort to provide education to the public regarding Family Medicaid, PeachCare for Kids, and other needs-based programs
- Calculating budgets, manually and using appropriate devices
- Keying in a high volume of data
- Providing excellent customer service to customers
- Maintain inventory control
- Maintain records database
- Worked 40 hours weekly

05/2012 – Gwinnett County DFACS, Lawrenceville, GA
08/2013 *Financial Independent Case Manager*

- Assists in switchboard operations
- Provides independent financial budgeting and planning consultations to clients.
- Establish benefits portfolio for clients.
- Provides exceptional customer service to clients in a social services environment.

Worked 40 hours weekly

10/2006 - 10/2014 United States Army, Fort Gordon, GA
Military Police
Assists in training classes.
Prepare training aids.
Enforce military laws and regulations.
Maintain deployment readiness.
Provide peer counseling.
Prepare and maintain reports and data logs.
Investigations of crime.
Teach growth enrichment classes.
Maintain a Secret security clearance
Worked an average 60 hours weekly

Education

2018 Troy University
Master's in Public Administration with Public Management Concentration

2009 - 2012 Troy University
B.S. in Criminal Justice

Volunteer Work

08/2014 – 10/2014 *Glenn Hills High School*
Assisted in teaching remedial Algebra
Provided supplementary tutoring for students

Patrick S. Franklin

• Mount Airy • GA • 30563

EDUCATION

Rising Star Program, Pioneer RESA 2009
North Georgia College & State University, Dahlonega, GA
Education Specialist, Teaching and Learning August 2008
Piedmont College, Demorest, GA
Master of Art in Teaching 2009
Piedmont College, Demorest, GA
Bachelor of Science, Broad Field Social Sciences May 2004
Piedmont College, Demorest, GA
Associates of Science, Political Science 2001
Gainesville College and State University, Gainesville GA

ADMINISTRATION EXPERIENCE

Assistant Principal, **North Habersham Middle School** 2013-2015
Duties and responsibilities includes: Teacher Appraisal- TKES, Student Discipline, Registrar Duties including FTE, Duty Rosters, School Safety, Facility Management, and After School Event Supervision.
Principal, **Clarkesville Elementary**, 2015-Present
Clarkesville Elementary has been rated in the top %15 of elementary schools in the state of Georgia under my leadership.

TEACHING EXPERIENCE

7th and 8th Grade Teacher, South Habersham Middle School 2004-2013
Cornelia, GA
• Teaching Social Science and Math-**7th Grade Level Leader**

Energy Manager, Habersham Board of Education 2008-2010
Clarkesville, GA
• Energy Manager for the entire Habersham County School System

6th Grade Teacher, South Habersham Middle School 2003-2004
Cornelia, GA
• Taught Math, Science and Social Studies

Junior Varsity Golf Coach, Habersham Board of Education 2004-2013
Cornelia, GA
• Golf Coach for the Habersham County High School Junior Varsity Golf Team

CERTIFICATIONS

Educational Leadership P-12
Social Sciences-Behavioral Sciences, Economics, Geography, History and Political Science 6-12
Middle Grades Math 4-8

RANDALL (RANDY) ELLIOTT

[REDACTED]
Peachtree City, GA 30269

Cell: [REDACTED]

Email: [REDACTED]

Work Experience:

Southwest Airlines
2702 Love Field Drive
Dallas, TX 75235

From 3/2014 to present

Airline Pilot. First Officer, operating B737 transport jet aircraft in scheduled passenger carrying operations throughout the Continental U.S.

AirTran Airways
9955 AirTran Blvd.
Orlando, FL 32827

From 6/2001 to 3/2014

Airline Pilot. Captain, operating B737 transport jet aircraft in scheduled passenger carrying operations throughout the Continental U.S.

Security Instructor. Ground Security Instructor in airline training department. Responsible for teaching security subjects to new-hire and recurrent Pilot and Flight Attendant personnel as required by TSA, FAA, and AirTran Airways.

Colgan Air
10677 Aviation Lane
Manassas, VA 20110-2701

From 2/2000 to 6/2001

Regional Airline Pilot. Captain, operating EFIS equipped SAAB 340 aircraft in scheduled passenger carrying operations in the Northeast U.S. operating as USAirways Express.

National Security Agency, Fort Meade, Maryland
9800 Savage Road
Fort George Meade, MD 20755

From 6/1979 to 2/2000

Senior Electronics Engineer. Senior Engineer in a Marketing and Education Branch. Responsible for identifying potential customers, determining customer needs and requirements, and matching those requirements with service providers in the Information Systems Security Organization. In addition, responsible for conducting briefings and presentations which educate and enlighten potential Customers and VIPs in Information Security concepts, procedures, policies, and techniques.

Previous experience includes Senior Systems Engineer in the Program Management Office of a major communications system development. Responsible for the coordination of external groups involved in the development of new technology as it applies to new communications systems. Ensure that technical development efforts are directed at valid requirements and that Program requirements and needs (technical, budget, and schedule) are properly addressed by these efforts. Provide Senior leaders with direct technical support and advice on development alternatives and solutions. Provide key technical advice on trends and impacts of new technologies to ensure continued Program responsiveness and applicability to emerging and evolving requirements. Prepare accurate and complete budget narratives and support material for submission to annual Congressional budget appropriation approval process.

Extensive experience in RF, Satellite, and Microwave communications with emphasis on antenna measurements and small receiving/ processing system design.

Continuation:**Randall L. Elliott**

- Responsible for the procurement, installation, and operation of a modern, state-of-the-art antenna measurement facility valued at over six million dollars.
- Extensive experience managing high dollar, high technology acquisition projects and leading edge technical development projects ranging in size from \$50K to \$2 million.
- Managed all aspects of NSA R&E TEMPEST testing program.
- Employed Technical Security techniques, procedures, and equipment in VHF to Microwave bands in field environment.
- Tested and evaluated special purpose RF enclosure effects on horn and dish antennas in the 1 – 20 GHz band.
- Extensive experience using RF test equipment such as Spectrum Analyzers and Network Analyzers in both field and laboratory environments.
- Developed and deployed small communications receiving systems to field environment in the VHF to 18 GHz range.
- Directed leading edge antenna technical development projects under contract with numerous prime contractors and educational institutions. Examples include:
 - Fan Beam Horn feed – 4 GHz.
 - 3.4 – 4.2 GHz flat patch array for low noise application.
- Conducted propagation studies and modeling of rain effects on line of sight communications paths.

Education:

M.B.A., University of Maryland, 1990
College Park, MD

M.S.E.E., Johns Hopkins University, 1983
Baltimore, MD

B.S.E.E., Virginia Polytechnic Institute, 1979
Blacksburg, VA

General:

Top Secret EBI security clearance (non-active)

Additional Training:

TSCM Fundamentals, U.S. Gov't.
Advanced Spectrum Analysis, U.S. Gov't.
TEMPEST Fundamentals, U.S. Gov't.
Program Management Course: U.S. Gov't.
Seminar: Wireless Security, NCS
Global Communications Networks, NCS
Mobile Cellular Communications, JHU
Mobile Communications Satellites, Wash., D.C.
Business Law for Engineers, JHU

ROBERT SAMUEL (SAM) JONES

■■■■ ■■■■■ • Atlanta, Georgia 30313 • ■■■■■ ■■■■■

EDUCATION

GEORGIA INSTITUTE OF TECHNOLOGY

Atlanta, Georgia

Degree Candidate B.S. Business Administration

May 2021

- Operations and Supply Chain Management Concentration
- Finance Certificate
- Stamps Presidential Scholarship, Georgia Tech's Top Merit-Based Scholarship

MORGAN COUNTY HIGH SCHOOL

Madison, Georgia

- Summa Cum Laude Graduate
- AP Scholar with Distinction
- National Merit Commended Scholar
- University of Georgia dual-enrollment student 2015-2017

May 2017

WORK EXPERIENCE

REYNOLDS LAKE OCONEE

Greensboro, Georgia

Golf Course Maintenance

May 2018- August 2018

- Assisted manager in streamlining daily equipment and personnel coordination to complete maintenance prior to golfer arrival

PERFECTLY POLISHED, INC.

Athens, Georgia

Staff Member

September 2013- March 2017

- Served as staff instructor for 4 etiquette and ballroom courses for the Children's branch of the Protocol School of Washington

LAWN SERVICE

Madison, Georgia

Owner and Founder

May 2012- August 2017

- Operated local lawn maintenance business; managed client outreach to serve the adapting needs of clients

INVOLVEMENT

CONSULT YOUR COMMUNITY GEORGIA TECH

Atlanta, Georgia

Business Analyst

September 2018-Present

- Selected by Executive Board to serve as analyst in semester-long consulting project for local menswear retailer
- Conducted quantitative data analysis and market research in Excel for three Atlanta communities
- Synthesized findings to pitch new market opportunities and inform decision-making for a new store location
- Worked with client and team to analyze business processes and advertising strategy to propose new consumer and marketing strategies
- Performed user testing and presented recommended changes to a cryptocurrency-based social media platform

GEORGIA TECH STUDENT FOUNDATION'S INVESTMENTS COMMITTEE

Atlanta, Georgia

General Member

Fall 2017

- Participated in the GTSF's Investments Committee as a Georgia Tech Freshman

BOY SCOUTS OF AMERICA, TROOP 91

Madison, Georgia

Eagle Scout

2012- Spring 2017

- Designed and coordinated Tanyard Branch Cleanup project which revitalized a former industrial area for the City of Madison Greenspace Commission and led to the creation of a town park
- Senior Patrol Leader: Planned and led weekly hour-long Troop meetings; improved session efficiency by introducing a structured meeting agenda

FUTURE BUSINESS LEADERS OF AMERICA (FBLA)

Madison, Georgia

Vice President of Marketing and Outreach

November 2013- March 2017

- Won state Personal Finance competition; Launched marketing strategy to renew community involvement in FBLA

SKILLS/INTERESTS

Technical Skills: Proficient in Microsoft Excel, Office; Google Apps; Adobe Acrobat; Some knowledge of R

Affiliations: Student Investments Committee, Sigma Alpha Epsilon, campus political organization

Athletics: Varsity Football and Varsity Tennis (First Team All-Region), Morgan County High School

Robert C Thomson

Acworth, Georgia 30102

Summary of Qualifications:

I have eighteen years of teaching experience in general education and special education in HS mathematics and physics, which includes experience working with students diagnosed with multiple disabilities.

Certifications: Special Education content area mathematics and Social Science cognitive levels P-12, Business Education 6-12, Special Education General Curriculum P-12 in Georgia, Students with Disabilities Mathematics grades 6-12 in NY.

Professional Experience

Harrison High School, Cobb County School District, August 2002 to present

- Teach students grades 9-12 in small group mathematics and inclusive settings in physics
- Taught co-teaching models professional learning class to district teachers
- Develop and implement Individual Education Programs (IEPs)
- Manage a caseload of students with disabilities
- Develop and implement Behavior Management Plans for the classroom
- Collaborate with general education teachers in daily planning
- Taught severe emotional behavior students in a psycho-educational program (2002-2003)

Fulton County Superior Court Administrators Office, September 1998 to July 2002

Office of the Diversionary Drug Court

- Coordinate and manage services for non-violent drug offenders in the judicial system
- Conduct legal research for superior court judges before trial
- Interview potential clients for drug treatment programs
- Attend drug court proceedings to present findings to the court

Education

University of Missouri-Columbia, Missouri

Educational Specialist (Ed.S.) Educational and Counseling Psychology, Received July 2010

Armstrong Atlantic State University, Savannah, Georgia

Certificate in Special Education, behavior and learning disabilities grades K-12, Received August 2005

Southern Polytechnic State University, Marietta Georgia

Master of Science (Business Administration), Operations and Technology Management, Received May 2001

University at Albany, State University of New York, Albany New York

Bachelor of Arts, Criminology, minor in Business Administration, Received May 1996

Other relevant Training

- Human Empowerment and Leadership Principles (H.E.L.P)
- Prevention and Management of Aggressive Behavior (PMAB)
- Certification in Conflict Resolution/Mediation, United States Air Force Academy, summer 1995

Other Accomplishments

- Operation Desert Storm Veteran, US Air Force, 1990-1998
- Junior Varsity Lacrosse Coach, Harrison Hoyas 2008
- Nominee for Teacher of the Year, Harrison High School; Cobb County School District.

STEVEN WELCH

DULUTH, GA 30096

WORK HISTORY

⊕ **THE TIMES**

August 2014 - Present

DESIGN EDITOR

- Layout and design various publications, including newspapers, magazines and special sections to be distributed through print and online channels.
- Serve as creative director for *Brides & Grooms* and *Moxie* magazines.
- Edit copy for AP Style and choose which photos will be used for publication to best package stories together.
- Select wire stories to be included on inside pages of newspapers.
- Work with section editors and reporters to distribute stories across various channels.

⊕ **GA DEPARTMENT OF DEFENSE**

June 2011 - August 2014

PUBLIC AFFAIRS

- Implemented online communication strategies to engage community.
- Served as creative director for monthly publication, *The Georgia Guardsman*, including redesigning magazine.
- Maintained and curated content for organization website.
- Developed print and photojournalism stories for publication.
- Managed social media metrics across organization channels.
- Initiated media relations and engagement with news outlets.
- Led editorial content meetings for online and print publication.
- Created content for distribution using graphic design software.
- Oversaw 30% growth of social media and online presence through key message engagement from 2012-2013.

⊕ **TALON MAGAZINE**

September 2010 - December 2013

CREATIVE DIRECTOR

- Managed design team and photographers to create dynamic layout designs for publication.
- Worked with editorial board to develop news and feature story ideas for publication, centering on the local community.

DIGITAL SKILLS

InDesign	Final Cut
Illustrator	Flash
Photoshop	Lightroom
Premiere	Joomla

PROJECTS

Oversaw the design of both *Brides & Grooms*, our newest magazine focusing on everything to do with having the perfect wedding day, and *Moxie*, dedicated to showcasing some of the accomplished women of northeast Georgia. Built publications from scratch, including choosing fonts, color scheme, themes and photo spreads. Worked with publisher to choose content for both magazines.

EDUCATION

Kennesaw State University

Bachelor of science, communication

Tara Reese

Pooler, GA 31322 | [REDACTED] | [REDACTED]

Summary

Charismatic Community Relations, Marketing, and Event Manager with 10 years' experience. Additionally, a background with 5 plus years' in guest relations and accounts receivable. Motivated leader with proven abilities. Focused on developing and maintaining positive relationships with new and current clients.

Experience

GROUP SALES AND EVENTS MANAGER | SAVANNAH RIVERBOAT | JULY 2018 – CURRENT

Event coordinator, Inside Sales and Community Relations. Worked diligently with clients to plan events such as, but not limited to, Weddings; Girl Scout; Local Non-Profits; Military; Motor Coaches as well as grow customer base to increase profits. Maintained current partnerships while building new relationships with potential clients through events such as Travel South and NTA. Worked with other tourism partners within the Savannah community to provide excellent customer service to individual or group needs. Attend networking events to maintain presence at Buy Local and Tourism Leadership Council among others.

ACCOUNT EXECUTIVE | ESPN COASTAL | MARCH 2017 – APRIL 2017

Event coordinator, Community Relations, and Marketing. Worked with local businesses to promote and grow customer base based on client needs and budgets by event promotion and planning. Social media contributor for sustainability branding. Maintaining current partnerships while building new relationships with potential clients. Attended networking events to maintain presence of local business

PUBLIC RELATIONS MANAGER | KEVIN BARRY'S IRISH PUB | JUNE 2013 – MARCH 2017

Event coordinator, Community Relations, and Marketing. Worked diligently with wedding planners, military, and corporate planners to organize events according to client needs and budget. Worked with media to maintain fresh and positive presence within the Savannah community. Customer service focused to maintain ongoing relationships with new and ongoing guests. Social media manager. Attended networking events to maintain presence of local business

ACCOUNTS RECEIVABLE | WESTIN SAVANNAH | NOVEMBER 2011 – JUNE 2013

Customer service and Accounts receivable. Worked closely with sales team to ensure revenue for events and large groups visiting the Savannah area. Daily AR reports and reconciliation. Customer service focused.

EXECUTIVE ASSISTANT | CAROLINA FURNITURE | SEPTEMBER 2009 – NOVEMBER 2011

Event coordinator, Community Relations, and Marketing. Worked closely with CEO to plan events to promote success of growing business. Attended networking events to maintain presence of local business. Guest relations and liaison between clients and customer care preventives to maintain ongoing positive relationships. Social media contributor.

DEPARTMENT ADMIN | THERMO FISHER SCI | SEPTEMBER 2005 – SEPTEMBER 2011

Client relations and Accounts receivable. Cash applications, e-commerce, Wide Area Work Flow, Payment Card Industry compliant. Worked closely with accounting manager during two acquisitions to ensure smooth transition. Worked with Human Resources to plan and execute monthly events to boost employee morale.

Additional Experience

ADMIN | BUY LOCAL SAVANNAH | JANUARY 2019 – CURRENT

Work diligently with Buy Local Savannah board members to ensure current membership requirements are met. Maintaining website. Running reports such as but not limited to; status of membership and luncheon registration. Invoice all new members. Email blasts

COMMUNITY RELATIONS | MCDONOUGH'S INC | APRIL 2018 – CURRENT

Community Relations and Social Media Management. Attend networking events to maintain and build new relationships in and around the Savannah area. Social media management to include but not limited to; respond to guest related issues and/or questions while striving to maintain a positive and active presence online.

Highlights

- Marketing Campaign Nominee 2016 Irish Pubs Global; Dublin Ireland
- Published by Irish Hospitality Global
 - 1) <https://www.irishpubsglobal.com/kevin-barrys-irish-pub-in-savannah-georgia/>
 - 2) <https://www.irishpubsglobal.com/the-craic-the-community-the-culture-of-kevin-barrys/>
 - 3) <https://www.irishpubsglobal.com/pub-spotlight-mcdonoughs-irish-pub-savannah/>

Organizations

- Buy Local Savannah
- Tourism Leadership Council
- Visit Savannah Tour & Travel
- SEDA
- Irish Hospitality Global

Other

- 2019 Dining in the Dark Marketing Chair for Savannah Center for the Blind and Low Vision
- Volunteer at Rape Crisis Center of the Coastal Empire
- Wesley Monumental Methodist Church Member

TERESA JEAN RICHARDSON

Contact Information

[REDACTED]
Savannah Georgia 31407
[REDACTED]

Experience

Content Creator, Savannah Georgia

Digital Skills Media

Responsible for creating my own digital content YouTube Internet Self Employment Non Employee 2006-Current

- Video Content Creation
- Image Content Creation
- Search Engine Optimization
- Digital & Mobile Trends
- Social Media
- Digital Video Editing Software
- Digital Image Editing Software
- Digital Mobile phone device
- Search Engine Optimization
- Cyber Security Breaches

Iowa Central Community College, Fort Dodge, IA

Administrative Specialist

2004-2005

Responsible for searching transcripts

- Customer Service Students
- Searching & mailing Student Transcripts
- Shredding paper

Fort Dodge Animal Health/Iowa Central Community College, Fort Dodge, IA

Videographer

2002-2002

Was awarded internship to enhance the quality of training with Fort Dodge Animal Health.

- Filming the training process for Fort Dodge Animal Health with video camera.
- Creating a visual documentation of training materials for Fort Dodge Animal Health in Adobe Premiere.
- Convert analogue film video to digital with each project assigned.
- Inserting still images of documents into timeline of Adobe Premiere.
- Editing images in Adobe Photoshop.

J C Penney, Fort Dodge, IA

2001-2002

Sales Associate

- Provide quality customer service.
- Ensuring an organized appearance of clothing was maintained & folded
- Security & Surveillance Targeting Customers

Lodging Supply Office, Fort Riley, KS

2000-2001

Supply Clerk

Responsible for ensuring quality supply management for over 159 rooms in 11 locations.

- Provide quality supply management
- Responsible for all office book keeping, record keeping, purchasing, distributing, delivery
- Design and utilize Excel spreadsheets
- Deliver hotel/motel lodging supplies using large van provided by the U.S. Government

Department of the Army, Vilseck , Germany

1999-2000

Postal Mail Clerk

Was promoted from seasonal to temporary postal mail clerk for the 4th platoon, 38th Postal Company department of the Army ensuring quality mail delivery to and from seven major United States gateways and over 100 postal facilities.

- Ensured quality and timeliness of mail delivery through sorting and processing all classes of mail
- Accountable for distribution of USPS insured, certified and express mail
- Kept abreast of postal regulations, updates and changes
- Assisted in processing and collecting postal survey information in German Theater CMR, Community Mail Room
- Trusted with Department of the Army Van for mailbox pickup & delivery

Education

Iowa Central Community College, Fort Dodge, Iowa

- Multimedia Marketing- Associate of Applied Science
- GPA in Major 3.55/4.0

Summary of Qualifications

Over twenty four years experience in computer and office services management and support including expertise in purchasing and supply management and organization, shipping and receiving, and book keeping and record keeping. Demonstrated strengths include:

- Skilled with digital camera, digital video camera and digital computer equipment
- Digital Search Engine Optimization
- Digital Trends
- Learn quickly to provide quality work in a fast-paced environment
- Trusted with a government credit card; able to make monthly purchases of up to \$10,000
- 42 combined years of Domestic Engineering & Home Systems Management Life Experience

Digital Computer Proficiencies

- YouTube
- Video Editing
- iPhone
- Samsung Galaxy
- Camtasia
- Google
- Sony Vegas
- Timelines
- Live Streaming

JASON SMITH, SPHR-SPC, SPHR, SWP

Phone: [REDACTED]

Email: [REDACTED]

LinkedIn: <https://www.linkedin.com/in/tjasonsmith>

SUMMARY

- An analytical human resources leader with a proven record of developing strategic yet budget-conscious HR solutions, processes and procedures built around business needs and best-practices.
- Innovative thinker offering new and unique ideas for translating strategic visions into practical activities and goals.
- Experienced in building and managing productive relationships with client groups ranging from front-line employees to senior executives.
- Possesses strong leadership qualifications and project management expertise coupled with "hands-on" HR operational knowledge.
- Inclusive, collaborative management style with excellent interpersonal/communication skills.
- Diverse industry experience: Oil and Gas, Merchant/Wholesale Electrical Power, Telecommunications, Print Media, Online, Telecom

EXPERIENCE

Note: The AJC, AutoTrader.com, Cox AutoTrader Publishing, Cox Communications and Cox Newspapers are all owned by Cox Enterprises

COX COMMUNICATIONS, INC

1/2019 – Present

Executive Director, Human Resources-HRBP

Atlanta, Georgia

Client group: 7,500 Operations Employees including 5 Executive Staff

Responsible for ensuring functional alignment and acting as a strategic partner with the CCI COO and the Operations executive team to provide comprehensive and integrated HR support. Lead a team of experienced HR professionals to support a nationally-dispersed organization of 7,500+ employees. Role requires me to continuously understand the ever-changing business environment, develop strong relationships, and take a consultative approach to identify and implement people solutions.

COX COMMUNICATIONS, INC

1/2016 – 12/2018

Executive Director, Human Resources-HRBP

Atlanta, Georgia

Client group: 3,800 Technology Employees including 7 Executive Staff

Highlights:

Human Capital Support: Manage the human capital needs for the Technology group of Cox Communications of 3,800 non-union employees through an empowered team of four Sr. HR Business Partners accountable for the ownership of their client groups. All four members joined the team in 2016.

Employee Relations: Began transformation of HR team to a more consultative organization by upgrading talent and by engaging more frequently with both employees and leaders. Developing focused "people plans" for subgroups of the Technology organization to ensure the deployment of services and programs align more closely to business strategy.

Organizational Realignment: Guided senior leadership team on a realignment of the organizational structure that will better fit the internal customer base. Efforts are currently in the implementation phase and include change management and other employee-focused practices to ensure business disruptions are minimized where possible.

EOS/Pulse Survey: Utilizing data from the annual EOS/Pulse survey, led the Technology leadership team on the development and implementation of two action items that would have the most positive impact on employee engagement and strategic education.

THE ATLANTA JOURNAL-CONSTITUTION

8/2009 – 1/2016

Sr. Director/Director, Human Resources (Top HR Exec)

Atlanta, Georgia

Client group: 1,000 Employees including 10 Executive Staff

Highlights:

Compensation: Coordinate compensation strategies and processes for AJC including market pricing, FLSA compliance, grade-slotting and incentive plan cost management. Developed and implemented a new total compensation structure in 2010 which included a grade structure and incentive bonus plan tied to organizational and individual performance.

Leadership Development: Designed and implemented an internal leadership development program that builds relationships between senior leaders and high potential employees and managers as well as educating these leaders about the business and future plans.

Talent Acquisition: Built and manage an internal recruiting team consisting of one Talent Acquisition Manager and two Senior Recruiters that enabled the AJC to eliminate a high-dollar placement agency contract and bring all talent sourcing in house at considerable savings. Phased in an integrated talent acquisition process to streamline requisition process, develop a consistent candidate pipeline, and reduce requisition-to-hire time.

Employee Communications: Serve as primary employee communications leader for the newspaper. Develop and deploy employee communications materials as needed via print, digital and electronic platforms.

Other Impact Projects:

- Conducted a strategic workforce planning project for Cox Media Group addressing both digital talent and broader talent needs.
- Designed and coordinated the human resources aspects of a new shared services organization that supports multiple functions for four metro newspapers. Responsibilities included organizational design, HRIS and payroll setup, compensation and incentive plan design, recruiting, selection, onboarding, policy communication and implementation, change management and communication and relocation.

AUTOTRADER.COM

Sr. HR Manager, Human Resources

Client group: 1,250 Corporate Employees including Executive Staff

Highlights:

Client Support: Partnered with senior management on department initiatives and provided strategic counsel and tactical assistance to assigned groups through a staff of two HR managers and three HR generalists. Supported and coached/counseled direct reports as required when handling complex and non-standard issues arising in their client organizations.

Talent Management: Supported Talent Development efforts for personal client groups and for HR Managers in support of their client groups through the development, implementation and communication of career ladders. Primary resource and coach for Coaching Model and Certification for Leaders program for the division.

2/2009 – 8/2009

Atlanta, Georgia

COX AUTOTRADER PUBLISHING (Business closed 2/2009)

Director, Human Resources

Client group: 2,500 Division Employees including 15 Executive Staff

Highlights:

HR Planning/Execution: Managed a broad range of human resources services through a staff of three HR managers, four HR generalists and two HR assistants including benefits, HRIS and reporting, succession/replacement planning, legal compliance/training, compensation market pricing and merit process management, employee relations, policy interpretation and developmental planning for a geographically-dispersed division of 2,500 employees.

Strategic Coaching: Partnered with senior leadership to develop preventative training programs to help mitigate business risk related to employment issues. Utilized Birkman instruments and 1:1 sessions with employee groups to determine team issues and lead the management team in developing strategies. Served as key division resource for team coaching. Utilized 360-degree feedback assessments to identify developmental opportunities for senior staff.

Employee Relations: Oversaw all functions related to employee/management relations and worked with both managers and employees to resolve situations in a climate of trust and open communication. Coached employees on various issues related to work environment and expectations.

7/2008 – 2/2009

Atlanta, Georgia

COX NEWSPAPERS, INC.

Director, Human Resources

Client group: 13,500 Division Employees including 40 Executive Staff

Highlights:

HR Operations/Employee Relations: Managed the HR needs of a corporate staff of 200 and the strategic needs of a division of 13,500 through one HR manager and one HR assistant. Project lead for the organizational structure and employee data migration phases of the SAP system go-live. Managed various corporate processes as needed including annual merit and bonus process and the division president's report to the board of directors regarding community involvement and diversity.

Legal Compliance: Introduced and taught Civil Treatment for Managers to the Cox Newspapers organization to proactively inform supervisors about their obligations and risks as a management employee. Led a division-wide analysis of FLSA practices to ensure compliance with updated regulations. Advised field HR Managers on management of performance issues and employment risks. Developed and implemented HR audit tool to identify legal risks in current HR practices at the division's 17 daily and non-daily newspapers.

Recruiting/Employment/Engagement: Implemented restructured recruiting processes to reduce hiring costs and increase the quality of candidates. Developed and implemented scholarship/internship program at multiple locations to initiate relationships with key suppliers of talent to become the employer of choice for graduates with hard-to-source skills. Leader of the planning, delivery and action planning phases for Cox Newspaper's Employee Survey project which covered all employees nationwide. Developed ten year 'forward look' attrition analysis that correctly predicted a business risk related to executive retirement eligibility coupled with a shallow replacement pool.

10/2003 - 6/2008

Atlanta, Georgia

OTHER HR EXPERIENCE

Mirant Corporation

Amoco Polypropylene BG, Alpharetta, GA

Amoco Exploration and Production Company, Houston, TX

Amoco Fabrics and Fibers, Rocky Mount, NC

Amoco Oil Company, Yorktown, VA

Human Resources Manager/Mergers & Acquisitions Team

Sr. HR Representative

Sr. HR Representative

Sr. HR Representative

HR Associate

EDUCATION**Master of Human Resources***Recipient of Charles W. Coker Fellowship*

University of South Carolina

Bachelor of Business Administration (Cum Laude)*Concentration in Corporate Finance and Investments*

East Tennessee State University

TRAINING & CERTIFICATIONS

Cox Communications Executive Development Program (2018)

Cox Media Group Leadership Development Program (2014)

Certified Strategic Workforce Planner (HCL)

Certified Advanced Birkman Consultant

Certified in 360 Feedback (PDI Profilor) Interpretation

DDI Targeted Selection Certified

Cox Communications Leadership Development Program (2013)

Senior Professional in Human Resources (SPHR)

Certified Instructor, Civil Treatment®, ELI Level 1

TIMOTHY SANDS

██████████ College Park, Georgia 30349 | ██████████
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EDUCATION

Liberty University

Ph.D. Organizational Leadership 2021

Payne Theological Seminary

Master of Divinity 2014

Thesis: “Ordained Clergy Women: Effectiveness of Women Leaders in the African Methodist Episcopal Church

Argosy University

Master of Science in Management 2010

Oglethorpe University

Bachelor: Psychology

Minor: Business Administration 2009

AWARDS

Bank of America Leadership 1998 – 2003

Equifax Customer Service 1993-1998

Lay Pastor of the Year South Georgia Annual Conference A.M.E. Church 2017 – 2018

TEACHING EXPERIENCE

South Georgia Board of Examiners-A.M.E. Church

Lecturer - “Worship and Theology” 2015-2018

Developed syllabus and overall course structure, and administered all grades.

Trainer and Facilitator – Esdras Innovation, Inc. (Transformational and Situational Leadership) 2016-Current

Developed syllabus and overall course structure, and administered all grades.

Instructor-Bank of America: Customer Service, Leadership and Teamwork 2002-2003

Developed syllabus and overall course structure, including weekly lab practicum, and administered all grades.

**Teaching Assist. to Professor Dr. A. Oveta Fuller on “HIV and Aids Prevention.”-Payne
Theological Seminary** **2013**

Collaborated on work and distributing assignments during class

PUBLICATIONS AND PAPERS

“Envisage Respect”

Book 2012

“Planning HELPS! Hospitality, Ethics, Leadership, Prayer & Stewardship

Book 2016

“What is a Leader?”

The A.M.E. Review 2017

“What is a Successful Pastor?”

The Christian Recorder 2018

LANGUAGES

English– native language

German– speak fluently and read/write with high proficiency

MEMBERSHIPS

The Commerce Club (Broad Street Location, 2002-2008

Buckhead Business Association, 2004-2006

The Masonic Lodge-St. James-Atlanta and Atlanta Consistory #24, 1994-2003 (Active)

TIMOTHY SANDS

College Park, Georgia 30349

Education: Liberty University Lynchburg, Virginia
Ph.D. in Organizational Leadership December 2021

Payne Theological Seminary Wilberforce, Ohio
Master of Divinity May 2014

Argosy University Atlanta, Georgia
Master of Science Management August 2010

Oglethorpe University Atlanta, Georgia
Bachelor of Arts in Liberal Studies-Psychology & Minor-Business Administration May 2009

The Center for Legal Studies-Mercer University Atlanta, Georgia
Paralegal Certificate June 1996

Experience: Esdras Innovation, Inc. Atlanta, Georgia
Learning and Development Manager April 2016 to Present
☐ National training manager for over 467 Independent Contractors. Designed curricula and write training material to enhance skill development as well as learning. Facilitate and develop structured courses, both web-based and in-person. Accountable for all financial aspects as department manager including budgeting, forecasting, and Profit and Loss decisions with an operating budget exceeding \$675 thousand annually.

African Methodist Episcopal Church Hoschton, Georgia
Senior Pastor May 2013 to Present
☐ Prepare and preach the Word of God in each service. Conduct wedding and funeral services. Train and manage 106 parishioners, including clergy on leadership, tithing, stewardship, ethics, hospitality as well as prayer and reflect a 37% improvement in his or her productivity. Lead and Hosted Debutantes and Master's Commission, Church School Convention, the North Macon District Women in White Day (Women Missionary Society), as well as working in collaboration with Co-Leaders in strategy, design, and implementation of 104th Session of the South Georgia Annual Conference. Serve on the Board of Trustees, Board of Examiners as an Instructor and a

member of the Finance Committee. Administer an annual budget ranging from \$50,000-\$165,000.

Marjohni Custom Tailors & Shirtmakers, Ltd.

Atlanta, Georgia

Director of Training and Development

February 1992 to Present

- Aide chief administrative officer in formulating and administering organization policies. Direct two regional training managers to drive operational excellence across the region. Organize and develop training course content, manuals, reference library, testing and evaluation procedures, multimedia visual aids, and other educational materials. Applying innovative ways to assist 63 team members with Emotional Intelligence, developing as well as harnessing their interpersonal, communication, customer service, cross-cultural, and situational leadership skills.

Hilton Hotels Corporation

Atlanta, Georgia

Concierge Security Officer

August 2005 to July 2014

- Offered information pertaining to available services and facilities of the hotel, points of interest, and entertainment attractions. Picked up articles for laundry and valet service. Called taxis for guests. Delivered packages, suitcases and trunks and set up sample rooms. Investigated tenant disturbances, violations, and complaints and resolving problems per regulations established by the board of directors. Directed maintenance staff in routine maintenance of buildings and grounds of complex. Issued and maintained records of special permits, such as vehicle and pet registration, required by the condominium association. Also, trained concierge in standard operating procedures.

Bank of America

Atlanta, Georgia

Team Leader, Trust Officer

April 2001 to September 2003

- Directed collection of earnings, dividends, sale of assets, and placement of proceeds in trust accounts. Directed disbursement of funds according to conditions of trusts and needs of court wards and beneficiaries. Maintained superb customer service to both external customers as well as internal partners. Promoted the full breadth of our fiduciary platform (fiduciary, tax, special assets, estate settlement, both internally and externally to grow our fiduciary business and actively participated in the sales process. □ □ Searched for and recruited applicants for open positions. Trained new team members on the importance of growth and profitability of their book of business as well as the overall satisfaction of clients with our fiduciary services. Coached and develop staff as well as assisted call center team manager in daily duties.

Bank of America Atlanta, Georgia

Investment Portfolio Assistant Analyst October 1999 to March 2001

- ☐ Supported Eight Portfolio Managers, which managed over \$425 million of investment assets for High Net Worth individuals Trust and Philanthropic relationships. Trained new personnel on interpreting data concerning price, yield, stability, and future trends of investments.

Bank of America Atlanta, Georgia

Reconciliation Specialist September 1998 to September 1999

- ☐ Maintained telephone contact with bank personnel and others to locate missing checks, correct errors, and reconcile differences in records. Assisted with training new personnel as it related to sorting items into bundles, listed items and totaled amounts, using adding machine and calculator.

Contemporary Services Corporation Atlanta, Georgia

Supervisor-Dome Control June 1992 to March 2003

- ☐ Transmitted and received 150 messages between divisions of own agency, building as well as engineering services and other law enforcement agencies. Trained new personnel as it related to the Command Post/Dome Control, Ticket Takers, Ushers, and Guest Relations representatives.

Sierra Suites Hotel Atlanta, Georgia

Night Auditor August 1998 to September 1998

- ☐ Computed bills, collected payments, and made changes for guests. Verified and balanced entries and records of financial transactions reported by various hotel departments during the day, using adding, bookkeeping, and calculating machines.

Equifax Atlanta, Georgia

Analyst-Control Accounting December 1997 to August 1998

- ☐ Handled positive pay issues, researched and resolved various issues to alleviate potential fraudulent items. Performed Bank Reconciliations.

Equifax
Accounting Specialist

Atlanta, Georgia
November 1995 to November 1997

- ☐ Trained new team members on processing as well as resolving invoice discrepancies, vendor file maintenance, and reconciliation of payments in the Accounts Payable Department.

Equifax, Inc.
Collections Account Manager

Atlanta, Georgia
February 1993 to November 1995

- ☐ Trained personnel on locating customers as well as debtors by way of skip tracing on various charge-offs/bad debt accounts (Medical, Utility, Department Store, Insufficient Funds as well as Credit Cards).

Wachovia Corporation
Account Management Specialist

Atlanta, Georgia
October 1996 to September 1997

- ☐ Trained new personnel in the collection of credit card accounts (Visa/Mastercard) as well as verifying statements entering or in Bankruptcy proceedings.

References: Available upon request

TODD JONES

Supply Chain and Distribution Executive



www.linkedin.com/in/jtoddjones2009



Atlanta, Ga



EXPERIENCE

Senior Director, Project and Program Management

Toyota Advanced Logistics (Peach State Technologies)

11/2017 - Ongoing Atlanta, Ga

Peach State designs, builds, and improves supply chains

- Develop scope, schedule, and budgets to ensure progress to plan, as well as tracking critical project milestones. Create and delivering executive level presentations. Develop financial and operational objectives. Manage the prioritization of projects in the queue; manage teams and dashboard tracking workload and KPIs.
- Implemented an integrated delivery methodology to standardize project life cycle from opportunity to closure

Director, Client Engagement Leadership

Fortna Inc

10/2016 - 11/2017 Atlanta, Ga

- Develop strategy presentations, POVs, and briefing documents to inspire creative solutions
- Stakeholder Management - Maintaining alignment across Fortna and Client project leaders, stakeholders, and executive sponsors throughout the course of a Client program lifecycle or operational performance initiative
- Quality Assurance and Risk Management - Leading project quality assurance and risk management initiatives
- Act as a nimble leader, connector and collaborator across an integrated programs, clients and internal management team
- Actively contribute thought leadership and fresh ideas for evolving department outputs and processes
- Balance big-picture ideas while digging in to bring those ideas to life

PROJECTS

Project DeLorean / \$40MM+

2016 - 2017 Nashville, TN

Led a large specialty retailer through an major expansion of distribution facilities

- This project involved implementing an expansion of an existing distribution facility.
- Major work streams include Construction Management, IT Systems and Infrastructure upgrades, MHE design and implementation, and Operational readiness.

Project Ghost River / \$20MM

2015 - 2016 Memphis, TN

Distribution facility expansion including major Systems implementation

- Successfully implemented on time under budget a 350,000 Sq Ft DC expansion that included
- Operational design (data driven design that optimized the space and flow)
- A major systems implementation (WMS and WCS)
- Material Handling Equipment implementation
- Operational readiness testing, training, and support

Project Fish / \$15MM

2013 - 2015 Bethel, PA

Greenfield DC implementation for a specialty pet retailer

- Successfully implemented a 450,000 Sq Ft distribution center on time and on budget that included:
- Specialty custom MHE equipment design and installation
- Complex WCS and WMS systems integration
- Close collaboration with C level client contacts

EXPERIENCE

Senior Manager, Program Management

Fortna Inc

📅 12/2012 - 10/2016 📍 Atlanta, Ga

A consulting and engineering firm that helps the world's top brands improve their distribution operations and transform their businesses for a competitive advantage

- My primary focus is on successfully managing and governing complex distribution design and implementation programs inclusive of material handling systems, warehouse management systems (WMS), warehouse software execution and control systems (WCS), new or expanded building construction, new or redesigned processes, hiring and training employees, and managing change across stakeholder groups
- Developed and implemented a plan for the largest specialty pet retailer of services and solutions to reduce supply chain cost and improve service by optimizing their distribution network
- Led the design and implementation of a distribution center for a fast growing footwear client which allowed for continued growth and reduce cost per unit
- Created and led the business case, financial justification, and overall program for a specialty retailer that sells footwear, headwear, sports apparel and accessories

Director, Business Development

Woodgrain Distribution

📅 09/2010 - 12/2012 📍 Atlanta, Ga

Woodgrain Distribution is a logistics company dedicated to delivering "best in class" service

- Managed the largest customer (The Home Depot) of the company and delivered increased sales by developing new products and services
- Created reporting systems and pipeline management enabling the development of a 5 year plan
- Developed and wrote white papers on emerging technologies

Global Project Manager

DB Schenker

📅 05/2008 - 09/2010 📍 Atlanta, Ga, Sao Paulo, Brazil, Hong Kong

DB Schenker supports industry and trade in the global exchange of goods: in land transport, worldwide air and ocean freight, contract logistics and supply chain management

- Led a successful international project for China's largest cell phone manufacturer
- Implemented a distribution center in Sao Paulo, Brazil for a FMCG client

PROJECTS

Freeport Strategy

📅 2012 - 2013 📍 Freeport, ME

Led a strategy project to develop optimal distribution network

- Successfully developed a 5 year plan that:
- Reviewed transit time methodology, analysis, and results
- Reviewed the inventory optimization progress
- Developed a potential future distribution network configurations

Project RF

📅 2009 - 2010

📍 Seattle, WA, Singapore, Rotterdam

Consolidated 5 DC network into a 3 locations saving over \$2MM annually

- Successfully consolidated a high tech client's operation from 5 locations into 3 optimized locations. Project included:
- Taking over an existing workforce
- Implementing a control tower operation that provided visibility throughout the supply chain
- Systems implementation to manage VMI

Project Cell Tower

📅 2008 - 2009 📍 Sao Paulo, Brazil

Implemented a DC solution for high tech client

- Successfully Implemented a highly complex solution for a high tech client that provided:
- Distribution network throughout Brazil
- Just-in-time inventory program that increased efficiency and decreased waste

CERTIFICATES

Project Management Professional (PMP)

Project Management Institute

Green Belt - Lean Six Sigma

Georgia State University

EXPERIENCE

Director of Logistics

Angelica Corporation

📅 06/2006 - 05/2008 📍 Atlanta, Ga

Angelica provides a broad range of textile rental products and services, along with a comprehensive linen management service

- Successfully implemented a technology solution (TMS) to optimize the transportation and logistics of the company's 750 vehicles
- Developed short and long term plans for integrating acquisitions into the company

Mode Director

Cendian Corporation

📅 05/2003 - 09/2005 📍 Atlanta, Ga

A subsidiary of Eastman Chemical that provided logistics and warehousing services to chemical companies

- Renegotiated \$70MM in contracts to assist in profitability and to create strategic alliances - Resulting in a 4% cost reduction and 12% increase in utilization
- Successfully implemented G-Log transportation system

Director of Corporate Logistics

Ryerson Tull

📅 06/1997 - 05/2003 📍 Atlanta, Ga

One of the largest metal distributors in the industry, offering an extensive product portfolio, state-of-the-art fabrication and processing capabilities, and a network of service centers throughout North America

- Successfully consolidating 4 independent business unit logistics divisions into a single corporate entity - Leading to promotion from Manager to Director
- Led the consolidation of 3PL providers with SLA's and KPI targets leading to a cost savings of over \$1 Million Annually
- Implemented a routing and scheduling software package that automated dispatch and tracked equipment

EDUCATION

B.S. Economics

University of Tennessee

📅 08/1988 - 12/1992

Master Business Administration

Carson-Newman University

📅 01/2016 - 07/2018

GPA

4.0 / 4.0

A. THOMAS STUBBS

e-mail: [REDACTED]

Office:

125 Clairemont Ave., Suite 515
Decatur, Georgia 30030
Office: (404) 378-3633

Home:

[REDACTED]
Decatur, GA 30030
Cell: [REDACTED]

EDUCATION

Georgetown University Law Center: J.D., 1991: Dean's List 1988 to 1990.

University of California, San Diego: M.A., Economics, 1983.

Georgetown University: B.A., English and Economics (double major), 1979. Dean's List 1975, 1977.

WORK EXPERIENCE

*Admitted to Practice in all State and Federal Courts in Georgia
And the United States Supreme Court*

Stubbs Law Office, LLC: February, 1995, to present. Represent consumers when injured financially or physically in federal and state trial and appellate courts. From 2012 to 2015, served as judge on the City of Decatur Municipal Court (part time).

Lynch & Powell: June, 1994 to February, 1995. Civil and criminal litigation.

King & Spalding: February, 1994 to June, 1994. Assisted in product liability and health care litigation in state and federal courts.

Sumner & Hewes: 1991 to February, 1994. Handled consumer, securities, antitrust, tax and other commercial litigation in state and federal courts.

Powell, Goldstein, Frazer & Murphy (Washington Office): Law Clerk / Senior Legislative Analyst, 1990 to 1991. Analyzed legislation, conducted legal research, and advised clients on banking, securities, tax, administrative and environmental matters.

United States Senate: Legislative Assistant/Economist, 1985 to 1990. Prepared and Negotiated Legislation, and Advised Senators Herbert Kohl (1989-90), Paul

Simon (1987-88), and Edward Zorinski (1985-86), on consumer law, federal budget, tax, securities, banking and international trade legislation.

Simon for President: Southern Coordinator / Economic Advisor, 1987 to 1988. Organized the 14 southern Super Tuesday states and developed economic positions for presidential candidate.

The American School in Switzerland: High School Teacher, 1980 to 1981. Taught Trigonometry, American Literature and Economics. Coached rugby.

BAR LEADERSHIP EXPERIENCE

State Bar of Georgia, Board of Governors: Executive Committee, 2007 - 2009. Representative for Stone Mountain Judicial Circuit, 2002 - 2010. Chair, Advisory Committee on Legislation, 2006-2007 (committee member, 2002-2008).

State Bar of Georgia Consumer Law Section: Founder and Chair, 2005-2006.

DeKalb Bar Association: President, 2004-2005.

American Bar Association, Tort Trial & Insurance Practice Section, Solo and Small Firm Practitioners Committee: 2003 - 2007, Vice Chair.

Association of Trial Lawyers of America, Railroad Law Section: 2004 - 2005, Vice Chair.

Georgia Trial Lawyers Association: 2001 - 2008, Vice President, Congressional District 4.

Publications: *After Rodriguez: Recent Developments in School Finance Reform*, THE TAX LAWYER, Vol. 44, No. 1 (Fall 1990); *The Fair Credit Reporting Act: An Introduction for the General Practitioner*, THE VERDICT MAGAZINE, Vol. 29, No. 6 (Winter 2006); *Making Claims Against Inaccurate Consumer's Credit Report*, Solo eNewsletter, ABA Solo and Small Firm Practitioners Newsletter, Vol. 15, No. 1 (Winter 2009).

TRAVIS WYNES

CEO - Republican



CONTACT

PHONE:

[REDACTED]

EMAIL:

[REDACTED]

ADDRESS:

[REDACTED]
Stockbridge, GA 30281

OVERVIEW: Transportation professional with extensive industry knowledge on the trucking industry. I have worked with several of the top 100 private fleets in the country and have provided guidance to help lower costs and improve efficiency within their organizations. I am very familiar with infrastructure and changes that need to be made to improve commerce, safety, and efficiency within our domestic network. Overall, I feel I could bring an enlightened view to the US senate on ways to improve infrastructure and help lower the alarming increase in traffic fatalities of 40% over the last ten years due to our failing infrastructure and increased regulations within the transportation industry. I have also worked with several major media groups within the trucking industry and written articles on several different current affairs.

POLITICAL EXPERIENCE

- Currently serve on the legislative and regulatory committee for the National Private Truck Council.
- Have helped as of recently with efforts as an advocate for the American Trucking Association to Washington DC.
- Met with Florida Senator Rick Scott and Congressman Greg Stuebe in July to discuss infrastructure funding, Fast Act reauthorization, DRIVE Safe Act, and NAFTA.
- Understands fuel taxing and funding process of the highway trust fund and how to increase funds to adapt to the changing landscape of electrification of the trucking industry.
- Complete understanding of rules and regulations of the department of transportation.

VOLUNTARY

- Current chairman for the American Trucking Associations Technology and Maintenance Councils fleet management task force.
- Current Vice chairman of the American Trucking Associations Technology and Maintenance Councils training fair.
- Currently holds seat on the National Private Truck Councils National Advisory Board.
- Current committee member of the National Private Truck Councils legislative and regulatory committee.
- Written several relative articles on current affairs within the trucking industry to some of the biggest media groups in the industry.

WORK EXPERIENCE

Mobile Transportation Service - Chief Executive Officer

11/27/2017–Present

- Created MTS to provide quality service to the trucking industry for fleet maintenance to help improve industry safety and help lower maintenance costs for the transportation sector.
- Currently oversees all operations, finance, safety, equipment and human resources for MTS.
- MTS has overachieved expectations since the creation in 2017 to become a strong competitor in the Atlanta market for onsite fleet maintenance.
- Recruits and trains all technicians to be able to provide quality craftsmanship and help our customers become compliant to the ongoing changes and regulations within the department of transportation.
- Oversees planning of future dealings with MTS and sustainability efforts.
- Markets MTS services to the Atlanta and surrounding areas to increase revenue.
- MTS has grown over 100% year over year since creation in 2017. Revenue stream for 2019 as of July has surpassed total revenue for 2018.

Fleet Advantage - Director of Fleet Services

5-12-2016 – 8-30-2019

- Evaluate application of customers' needs and spec new assets accordingly for performance and fuel economy. These specs include but aren't limited to make, model, cab, engine, transmission, axle ratio, tire size and safety features.
- Help customers strategically plan in service of new assets and out service of old assets efficiently and cost effectively according to their budget year over year.
- Travel to customers sites nationwide to audit total cost of ownership and help lower costs on maintenance and fuel spending.
- Perform fleet and shop audits to help achieve optimum maintenance and safety standards.
- Audit 3rd party maintenance vendors for quality and costs through onsite quality inspections, work order evaluations, and provided reports such as pm currency, downtime percentage, and scheduled vs unscheduled repair times.
- Schedule vendors in and out of facilities to assist in technical training and repairs on equipment.
- Assist in building preventative maintenance measures to ensure all equipment is kept in optimum condition and in turn lower down time.
- Handle warranty operations for entire fleets in several different OEM systems.
- Evaluate inventory needs through part charge reports and VMRS coding to ensure correct levels are kept without overstocking.
- Give guidance on DOT regulations regarding FMCSA annual inspections and what should or shouldn't be in operation.
- Monitor maintenance and fuel CPM for fleets through several KPI's and investigate and resolve when inconsistencies exist.

AAA Cooper Transportation - North Atlanta Area Manager

7-5-2005 – 5-12-2016

- Managed all fleet maintenance operations for 1 LTL location and 4 dedicated locations.
 - Managed on hand inventory of parts and cut costs for stale inventory that wasn't being used. Upon my departure my area was one of the most efficient shops in the network and on hand inventory were items that were used within one month of purchase.
 - Maintained high standards to stay within DOT regulation on equipment and OSHA regulations on employees.
 - Overseen tire scrap analysis for south east sector of network in turn lowering tire costs within operation.
 - Always kept up with ongoing industry affairs and technology to keep fleet the best maintained and operating at full capacity.
 - Overseen budget for area and kept costs low to not exceed budget.
-